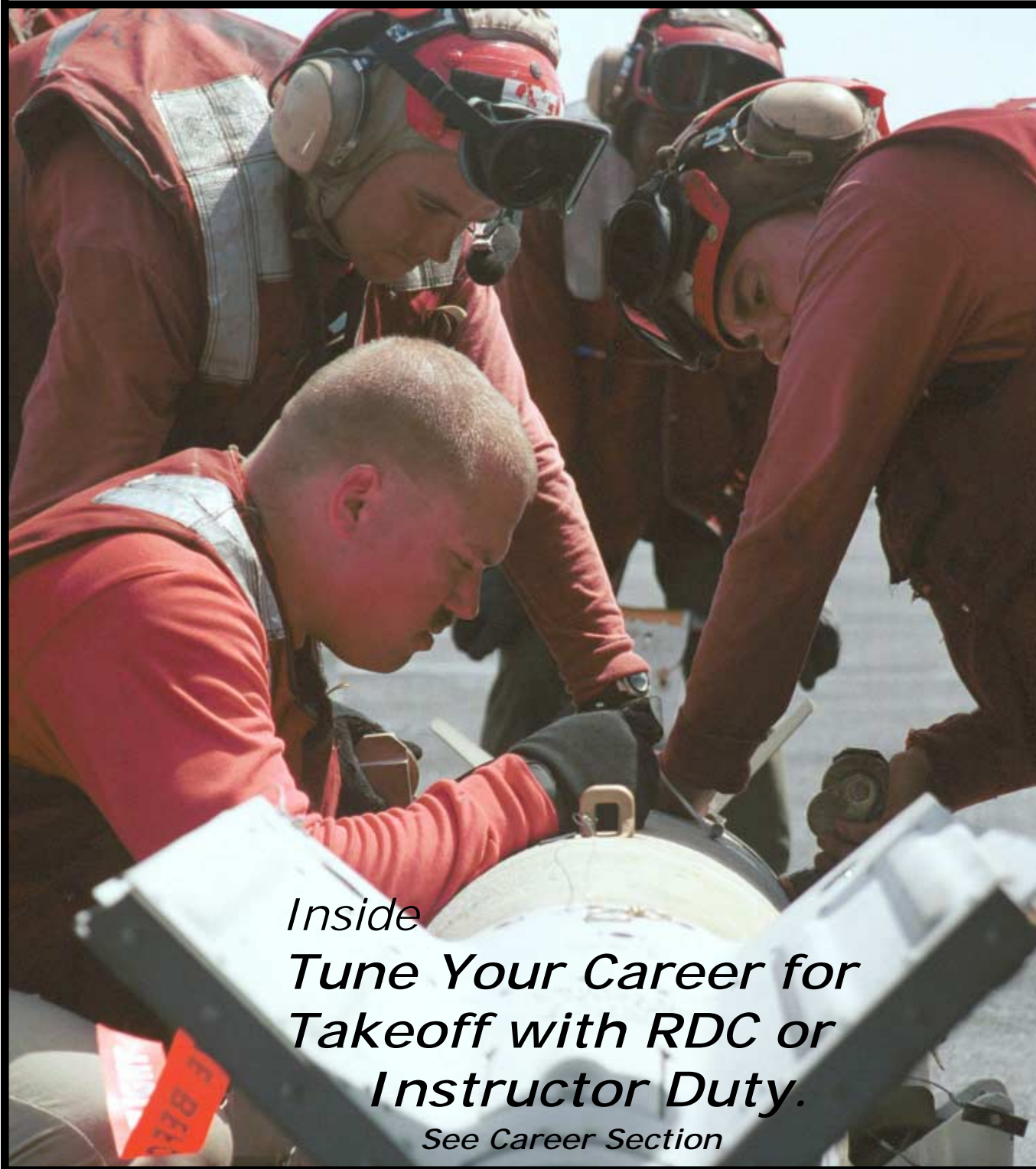
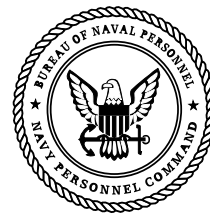


# LINK

The Enlisted Professional Bulletin  
of the United States Navy  
October-December 2001  
Volume 4/01



*Inside  
Tune Your Career for  
Takeoff with RDC or  
Instructor Duty.*

*See Career Section*



## Commander, Navy Personnel Command RADM G. L. Hoewing



As this publication was on its way to the printer during the week of 11 September, I pulled back my letter to update it. I wanted to tell you of all the extraordinarily good news occurring in the world of Navy Personnel; from recruiting to retention, from promotion opportunity to Selective Reenlistment Bonuses, the Thrift Savings Program and all the good programs in place or coming on line for Sailors and their families.

But, as the ancient saying goes, we suddenly find ourselves “living in interesting times.” The attack on our fellow citizens and our shipmates pressed us into service in a way that few of us have known. The immediate result was that ships got underway and aircraft were launched to defend the coasts and cities of our

homeland.

From the personnel perspective, two immediate actions that occurred were the postponement of the E-4 and E-5 exams and the change in the way we went about frocking our Chiefs. The exams were delayed to allow our Sailors the opportunity to get their thoughts together and concentrate on their tests, something they would not have been able to do on 13 September. The normally jovial Chief’s pinning ceremonies throughout the Navy were changed to low key events out of respect for those shipmates, including a fellow Chief, who were lost at the Pentagon. Like those firemen getting battlefield promotions in New York City, our latest class of Chiefs put on their new collar devices and turned immediately to the serious responsibilities before them.

The hard work of our recruiters, instructors, and detailers has always focused on putting the right people in the right jobs for the right situations. And we can be very proud of the results they have accomplished.

The men and women of the United States Navy are ready for whatever tasking our President has for us, and our support systems are ready to assist our families.

I’ll conclude by reassuring you the Navy Personnel Command is here to answer your questions. Don’t assume that military actions will delay retirements or change your school dates or your next set of orders. As we mobilize for the war on terror, there will be many questions about things that in the past have been considered routine personnel actions. Please pick up the phone or send us an e-mail for the right answers. Your Personnel Command will be working long hours, just like our shipmates at sea, to make sure we are able to support Fleet Readiness and Sailor Readiness to the maximum extent possible. We have a new motto to help guide us in determining how to provide the best possible support. It is: Mission First, Sailors Always. God Bless America.

**Rear Admiral, U.S. Navy**

# LINK

**Volume 4/01**

***October-December 2001***

**Chief of Naval Personnel: VADM Norbert R. Ryan, Jr., USN**  
**Commander, Navy Personnel Command: RADM Gerald L. Hoewing, USN**  
**ACNP for Distribution: RADM H. B. Tallent, USN**  
**Managing Editor: LCDR Daren Pelkie, USN**  
**Editor: JO1 Daniel Pearson, USN**

*LINK* (ISN 1045-439X) is the enlisted professional bulletin for the United States Navy. Its mission is to provide all Navy enlisted personnel information regarding key policy changes, career management, reassignment trends, and retention matters. This publication is approved for official dissemination of professional information to the Department of Defense community and to appropriate professional-related communities at large. *LINK's* telephone number is DSN 882-4136, Comm (901) 874-4136; or fax DSN 882-2613, Comm (901) 874-2613. Our E-mail address is: link@persnet.navy.mil.

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## **Mission of the Navy**

*The Mission of the Navy is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.*

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**Cover photo: Aviation Ordnancemen assigned to the "Fighting Redcocks" of Strike Fighter Squadron Twenty Two (VFA-22) prepare ordnance to be loaded on an F/A-18 "Hornet" in preparation for afternoon flight operations on Oct. 9, 2001. The "Redcocks" and USS Carl Vinson's Battle Group are deployed and participating in Operation ENDURING FREEDOM. U.S. Navy Photo by PHC(AW/NAC) Daniel E. Smith.**

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## ACNP for Distribution

### RADM H. B. Tallent



Instead of discussing programs or policies that we are doing at NPC, I'd like to take five minutes of your time and discuss your future. Are you ready to re-enlist? Do you understand your benefits and opportunities inside the Navy well enough to make an informed decision on whether your next job will be in uniform or as a civilian? I have asked your detailee to team up with your command's Retention Team to help give you realistic expectations and a thorough understanding of how to look for a new job that will keep you in the Navy. We are doing this in a three step process.

First, when your PRD is 12 months away, a member of your command's retention team will have a counseling session to explain various benefits and the detailing process used to select a new job. Programs like Guard 2000,

SRB, SCORE, STAR, Lateral Conversion, and JASS should be thoroughly understood. In addition, you should explain to your counselor the goals you and your family have for your future in the Navy.

Second, sometime in next two months you should be contacted by your detailee to discuss the results of the 12 month interview and to give you some rating specific information for you to use during your upcoming three month JASS window. This contact is your opportunity to introduce yourself and your family to your detailee and make sure your detailee understands your expectations for your next job.

Third, during the six to nine month JASS window, you should work with your chain of command and retention team members to review the jobs listed on JASS or special program billets like Recruit Company Commander to find the job that best fits your goals.

Throughout this process, I have asked your detailee to be an advisor, counselor, and advocate for you and your retention team. What I need from you in the detailing process is to set your goals, communicate clearly with your career counselor and detailee team, develop realistic expectations for your next job, and apply for the jobs that best fit your goals.

The enlisted detailing process continues to develop and improve, benefitting both the Sailor and the Navy, through the concept of "Sailor advocacy." This concept requires some alternative thinking about how detailing is accomplished, but rests essentially upon existing elements of the Sailor's chain of command. With the shift in focus to commanding officers as the cornerstone for retention of quality Sailors, Sailor advocacy combines the efforts of the command career counselors, command master chiefs, and members of the chain of command. The process, beginning with the 12-month message and 10-month phone call, guides the Sailor through the process of selecting his or her next career choice. The detailee and chain of command collaborate to exhaust all efforts to say "yes" to the Sailor's request. Alternatively, when the answer must be "no," the detailee and chain of command will again come together to explain why, and additionally, explain to the Sailor what options are available based on his or her career needs and the needs of the Navy.

In the future, we plan to use technology to help us in the process of understanding your goals and matching those goals with the Navy's needs.

Imagine inputting your personal information and job desires into a web site. Then imagine a command doing the same thing, only with job particulars and personnel desires. Finally, imagine these two "profiles," along with countless others from Sailors and commands, seeking each other out until a match is found. Sound farfetched? In the not too distant future, this scenario may be the reality of detailing. The system utilizes three distinct intelligent agents: one for the Sailor, one for the command, and one for the detailee. The Navy Personnel Research, Studies, and Technology Center is currently developing such a system. Because the agents fulfill most of the routine responsibilities involved in detailing, detailers will be able to spend more quality time with Sailors, especially when the Sailor requires special assistance.

These ideas represent just a handful of the ongoing efforts by NPC personnel to affect tangible and immediate improvements to your quality of life and service.

A handwritten signature in black ink, appearing to read "H. B. Tallent".

H. B. Tallent  
Rear Admiral, U. S. Navy



## **Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt**



Shipmates, today I have two important topics to discuss. The first deals with professionalism in the work place, and the second is a new program that helps you plan for your financial future.

Every day I read the daily message traffic, and all too often there are reports of sexual assaults involving shipmates. I'm sure you agree that there is no room for this kind of behavior in our Navy. That's why I am asking each and every one of you to help put a stop to it.

While these incidents usually happen off base, I believe that in most cases where the victim and accused are shipmates, the sequence of events leading to the assault actually starts at work. It begins with seemingly innocent but unduly familiar actions between Sailors in a unit. While one Sailor may intend their friendly gestures and jokes as a way of fitting in, they may be interpreted as flirting by another. If those two Sailors take their differing expectations on liberty and then introduce alcohol into the equation, the result is sometimes a sexual assault that results in a lifetime of scarred memories for the victim and a ruined career for the perpetrator. The tragedy is that many of these incidents can be avoided by maintaining a strictly professional working environment. I expect leaders to recognize the behaviors leading to these tragedies and unequivocally put a stop to it.

On a brighter note, there is a new program available to all military personnel starting this October. I often discuss the importance of thoughtfully planning your Navy career, but now I have good news for you. Whether you serve one enlistment or retire after 30 years, your Navy career will not last forever. The same is true for any civilian career. Eventually most of us will face the retirement option. It is never too soon to start making financial plans for your retirement. In fact, the younger you start saving the better.

Beginning in October of this year, a successful federal government-sponsored retirement savings and investment plan is being expanded to include service members. The Thrift Savings Plan (TSP), which is administered by the Federal Retirement Thrift Investment Board, will have its first open season for service members to enroll from Oct. 9, 2001 through Jan. 31, 2002. TSP is a voluntary investment program that is very similar to the 401(k) plans offered by many private corporations.

One of the many benefits of the TSP is that its flexible terms allow you to choose how much of your pay you contribute, from as little as one percent of your base pay to as much as seven percent. Of course the more you contribute, the larger your savings will be; however, it is important to stay within your budget to meet today's needs.

Another benefit of the TSP is that you will pay less in taxes. Because your TSP contributions are tax-deferred, they will be taken out of your pay before your federal taxes are computed, which will result in an immediate tax savings. Tax will not be charged on your TSP savings until you actually withdraw them, which for most people will be during retirement when they are in a lower tax bracket.

While you are entitled to military retirement pay only after you serve a minimum of 20 years, it's worth noting that the savings you earn in the TSP are yours to keep, even if you decide to serve less than 20 years in the military. You can read about all of the benefits in the *Summary of the Thrift Savings Plan for the Uniformed Services* booklet currently being distributed to military services.

A handwritten signature in black ink that reads "James L. Herdt". The signature is written in a cursive, flowing style.

**James L. Herdt**  
*Master Chief Petty Officer of the Navy*



## Director, Enlisted Assignments Division CAPT Bob Scott

Greetings from the PERS-40 desk in hot and sunny Millington! First and foremost, I want to stress that we are here for you and your Sailors. To jump-start this effort, the detailers have been busy making 10-month phone calls. We want to talk to as many of you as possible to help mold expectations for the Sailor and family, as well as attempt to optimize the six- to nine-month negotiation window. In concert with this goal, we have taken a more aggressive approach to AM/PM detailing. I want to reach all of you attached to commands outside the U.S. whose working day is outside our normal working hours here in Millington. We are closely monitoring our contacts with overseas commands to ensure that they receive the same service as CONUS commands. The bottom line is that any time you feel that you are not getting the service you expect let me know.

Recently, we had the opportunity to support the GEORGE WASHINGTON Battle Group's career fair. The combination of prepared detailers and a Sailor-oriented chain of command proved to be a complete success. We will be continuing these types of detailing trips in addition to our traditional trips to Fleet concentration areas.

We have identified a couple of focus areas to better conduct our detailing visits in the area of your command. The first area is "fence sitters." I place special emphasis on those Sailors who have not made the Navy career decision. All I am asking is that before a final career decision is made, please contact your detailer to discuss your options.

The second area is related to jobs in the "Sailorization" process. These jobs are vital to ensuring the Navy accesses the proper number and quality of new Sailors, and that the proper military and technical training is provided to them to contribute to operational missions. The "Sailorization" process includes billets as recruiters (NEC 9585), recruit division commanders (NEC 9508), and "A" school instructors (NEC 9502). The recent CPO selection results showed that diversity was a key factor in being selected for chief petty officer. Please consider a job in the "Sailorization" process and help mentor your future shipmates.

The third area of focus is GENDET personnel. It is important to get these folks in touch with a detailer so that they can discuss their reenlistment and "A" school options. If you are a GENDET and have an interest in a specific rating or you would like to learn about different ratings, please contact a detailer via phone or e-mail or come visit us during our detailing trips to your area.

Finally, for those of you who encounter hardships not normally faced by Navy families, I highly recommend submitting a humanitarian reassignment transfer request. The Humanitarian reassignment program was specifically designed to assist Sailors and their families by relocating them to an area or duty station that gives them the best chance of resolving the hardship. To be eligible for a humanitarian transfer, the hardship should meet the criteria established in ENLTRANSMAN Ch. 16.

I have a request of you before I sign off. Please assist your career, your future commands and your shipmates by completing PERS-40 Detailing Customer Satisfaction Survey at [www.bol.navy.mil](http://www.bol.navy.mil).

Thanks for your support. Go Navy!



Bob Scott  
Captain, U. S. Navy

## Career Information

# Command Master Chief Detailer

Packages are currently being accepted for the Senior Enlisted Academy (SEA) and Fleet, Force, CNO-Directed and Command Master Chief Program. Packages are due no later than May 1, 2002. The Command Master Chief Selection Board convenes June 3 to 5, and the SEA board convenes June 5 to 7.

SEA packages consist of a 1306/7 signed by the applying member and the commanding officer, as well as section "A" of the special program screening form (figure 9-A) in the ENLTRANSMAN. A photograph is not required. Do not forward a FITREP unless it is new and not yet reflected in the member's enlisted master file. It is not necessary to specify which class

number you desire to attend. Upon release of the NAVADMIN listing the selectees, please call and confirm a quota. We will be filling the January, March and May 2003 classes. We also have a limited number of seats for the Air Force Senior NCO Academy and the U.S. Army Sergeant Major Academy.

**Establishment of the CMDMC rating.** Refer to OPNAVINST 1306.2D dated Dec. 19, 2000, which outlines the requirements for the CMC program. Following selection for the CMC program, individuals are authorized to change their rating badge and title to reflect the CMDMC designation. NEC 9580 will be assigned upon issuing of orders to a valid CMDMC

billet. A change to OPNAVINST 1306.2D is forthcoming. At this time there is no action required at the local command or PSD level in order to reflect this change. Further information will be promulgated at a later date.

Contact me or PN1(SW/AW) Powers at DSN 882-4560, Comm (901) 874-4560 for further assistance.

The following web sites are also informative: [www.seaaa.org](http://www.seaaa.org), [wwwnt.cnet.navy.mil/sea](http://wwwnt.cnet.navy.mil/sea) and [www.bupers.navy.mil/pers40/pers-40ff.htm](http://www.bupers.navy.mil/pers40/pers-40ff.htm).

*CMDMC(SW) Vincent E. Balla Jr.  
Command Master Chief Detailer  
PERS-40FF*

# Career Decision Fair Coming to a Base Near You

Are you undecided about what to do next? What's best for my career? Should I stay, or should I go? Is recruiting or RDC really that career enhancing? I can bet that at sometime or another during your career you have asked yourself questions like these. What a headache that can be. Navy Personnel Command has the remedy to cure that headache.

Our Center for Career Development (CCD) travels the Fleet in search of these questions. Every week, in a different area of the world, CCD is holding Career Decision Fairs. The purpose of these fairs is to provide you and your families the tools required to make informed career decisions.

The content is no secret. The Career Information Workshops provide a balanced comparison of both military and civilian benefits and compensation. Career transition experts facilitate these workshops.

You will also be afforded the opportunity to speak one-on-one with detailers who will provide you with

career counseling and assistance. The detailers also make themselves available for briefs on JASS and the detailing process.

The CCD's Best Practices for Retention brief has brought rave reviews. Here you will receive current information from around the Fleet on retention initiatives and the status of personnel policy and procedures.

Along with these, you may also receive briefs on selection and advancement boards and their procedures, financial planning information and Navy College Program briefs, among other things.

When you hear about a Career Decision Fair coming to the base near you, it is a feature you won't want to miss, and best of all...*it's free.*

*CNOMC(SW) Harry Kantrovich  
NPC Command Master Chief  
PERS-00M*

# 200-question Advancement Exam Premiers in January

Coming to Navy test-takers everywhere, beginning with the cycle 174 chief petty officer exam in January 2002, is a new, 200-question enlisted advancement exam. The Navy Advancement Center has spent the last six months carefully preparing this new exam, reviewing and checking each step in the process, to ensure a smooth transition from the original 150 question exam to the new 200 question exam.

In addition to covering rating knowledge, this major change to the enlisted advancement exam will include more questions covering professional military knowledge, or PMK, broken down by pay grades.

As individuals advance in rank and move into more supervisory and management type positions, they'll discover that a greater emphasis will be placed on PMK. At the most junior levels, however, rating knowledge and job performance remain the most important factor in preparing for advancement. Therefore, petty officer third class (E4) candidates will notice the smallest change to the advancement exam. E4 candidates will receive a test with 150 rating knowledge questions (15 more than in previous cycles) and 50 PMK questions, while second class (E5) exams will feature 135 rating knowledge questions and 65 PMK questions.

The breakdown for senior enlisted exam candidates - those

going up for PO1 and chief - feature the biggest split. First class (E6) exams will have 115 rating knowledge questions and 85 PMK questions, and the chief petty officer exam, which will be administered in January, will have an even split of 100 each.

The structure and purpose of the enlisted advancement system is to promote the most qualified Sailors. With that in mind, Sailors who take the time to prepare themselves early, as always, will go into the exam with a strong advantage.

As in previous cycles, the Bibliography for Advancement (BIBS) for each exam is posted on the Navy Advancement Center web site six months prior to the exam. The bibliography for the January 2002 CPO exam has been available since July, and the BIBS for the

March 2002 exam cycle will be posted in September.

Sailors visiting the Navy Advancement Center web site will find important information to help them prepare for their exam, and be provided with the same references used by exam writers in developing the exams. In addition, Sailors can download copies of their rating's particular advancement handbook, which provides additional insight into exam preparation for rating knowledge.

For more information on the Navy Advancement Center and the upcoming 200-question advancement exam, visit the NAC web site at [www.advancement.cnet.navy.mil](http://www.advancement.cnet.navy.mil).

*By JOCS (AW) Jon Gagné  
Naval Education and Training*

## Entitlements Corner

Hello again, from the Enlisted Assignment Division, Entitlements Desk. Here is some good "need to know" information. Upon receipt of Permanent Change of Station (PCS) orders, ensure that you read all the information contained in those orders. They contain valuable information regarding the next duty assignment, along with information that the responsible personnel/disbursing offices use in determining travel entitlements and station allowances.

Ensure that you are afforded an opportunity to discuss upcoming PCS transfer with the servicing personnel/disbursing/travel office representative so that any questions or concerns can be answered and potential problems caught prior to transfer.

*Kirby Denson, USN(Ret)  
Enlisted Assignment Division  
Entitlements Desk  
PERS-40CC*



# Great Lakes Great Place to Make Chief

For the second year in a row, Sailors serving at Naval Training Center (NTC) Great Lakes have been selected at a higher rate for promotion to chief petty officer than their Navy-wide counterparts.

While 28.8 percent of eligible candidates Navy-wide were selected for promotion to CPO, 38 percent of eligible candidates serving as recruit division commanders (RDC) and Service School Command (SSC) instructors at Great Lakes were advanced.

"We are getting talented people to come to Great Lakes, and the Navy realizes that it is an important duty station," said CNOMC(SW/AW) Jon Thompson, command master chief for NTC Great Lakes. "Our recruit division commanders and instructors reap the benefits of the critical jobs they do in increased advancement opportunities."

One hundred forty Sailors serving at the training center will pin on their CPO anchors in September. Of those, 135 are serving in billets at Recruit Training Command or Service School Command. Two are instructors at the Navy's only Hospital Corpsman School and the remaining three serve in support positions.

The advancement rate for eligible candidates at RTC was 43 percent. The command will promote 73 Sailors to CPO this year. The advancement rate at SSC was 33 percent, resulting in 73 new CPOs.

"This shows that the board recognizes the strong leadership skills of a recruit division commander," said CMDMC(SW) Bernie Quibilan, RTC's command master chief. "The job of an RDC builds strong leaders, because they must take up to 94 civilians, lead, train and mentor them while developing them into Sailors. You have to be goal-oriented and have strong leadership skills to do the job."

EN1 Richard O'Rawe, a CPO selectee and the RDC of the Year for 2000, believes it was his tour as an RDC that the selection board recognized in selecting him.

"Being an RDC forces you to be a leader and the board knows the importance of training the future of the Navy," said O'Rawe. "Tomorrow's master chief is today's recruit. We are training the future." This was the first year O'Rawe was eligible for selection to CPO.

Last year, 112 Sailors assigned as instructors and RDCs advanced to CPO while serving at Great Lakes. That was a 31-percent advancement rate compared to a 26-percent advancement rate Navy-wide.

"Nowhere in the training accession pipeline or in the Fleet is the challenge for a first class petty officer as arduous as at Service School Command," said CMDMC(SW) Alan McCue.

"When the new Sailor reports to Service School Command, they have a knowledge of the core values, but this is their first opportunity to apply the core values in their daily routine," McCue added. "The E6s assigned as instructors are not only teaching technical skills, but are dealing with the decisions these new Sailors make regarding liberty, smoking, alcohol use, wearing civilian clothes and entering relationships."

McCue says SSC Great Lakes is the largest training command under the Chief of Naval Education and Training.

"Our instructors are dealing with up to 400 Sailors a day," McCue said. "Their outstanding performance is evident by the continued high promotion rate to chief petty officer by those assigned to SSC."

EM1 James Ritch, another CPO selectee, says he honed his leadership skills while serving at as an "A" school instructor. Ritch, the SSC Sailor of the Year, also made CPO on his first time at the board.

"No where else can you have this many fresh minds who look up to you and rely on you for leadership," Ritch said. "This is where I have learned to work with people."

For more information about NTC Great Lakes, go to [www.ntcgl.navy.mil](http://www.ntcgl.navy.mil).

*By Chief Journalist Rhonda Burke  
Naval Training Center Great Lakes Public Affairs*

# Center for Career Development

Over the past year, a small organization has taken shape at Navy Personnel Command (NPC) in Millington that is focused on helping the Navy improve Sailors' quality of service – that is, a balanced combination of quality of life and quality of work.

Since its establishment in April 2000, one of the Center for Career Development's (CCD) main objectives has been to help the Fleet foster a professional climate in which staying Navy is a culture rather than a single event occurring when a Sailor reaches a career decision crossroads.

A big part of CCD's mission is to conduct career decision workshops for Sailors and their families. The workshops, presented by Ruehlin Associates, provide an unbiased review of the pros and cons of careers in the Navy and in the private sector. In addition, NPC detailers travel with CCD to meet one-on-one with Sailors to discuss their professional goals and choices for future assignments.

Sailors and their spouses are encouraged to attend the career decision fairs to ensure they have all the information they need to make informed career choices. Since its inception, the center has visited over 40 commands and provided career decision workshops for more than 15,000 Sailors and their families.

CCD also provides enhanced professional training for career counselors and command retention teams, as well as offering Professional Selling Skills (PSS) training for Navy career counselors, prospective COs, XO's and CMCs, and detailers responsible for non-SRB ratings.

In late March 2001, the center launched a comprehensive web site at [www.staynavy.navy.mil](http://www.staynavy.navy.mil) that provides one-stop shopping for everything Sailors and their families need to make informed career decisions – from information on pay and benefits and career paths to educational opportunities and advancement information. The web site also offers on-line professional records review. More than 500,000 Sailors and family members have visited the site since its inception.

The popular Stay Navy site will soon combine with the Navy LIFELines web site [www.LIFELines2000.com](http://www.LIFELines2000.com) (another successful web site known for its superb offering of quality of life information and resources for Navy families). The goal is to provide Sailors and their families a single dedicated on-line platform containing the latest quality of life and quality of service information.

In early Fall, CCD, with support from the Naval Media Center, Recruiting Command, and Detroit, Michigan-based

Campbell-Ewald Advertising Agency, will provide Sailors and family members with the latest news on pay, education, and career options through direct mail, as well as television and radio commercials on the Armed Forces Network and Direct to Sailor Satellite network.

As CCD moves into its second year, it will continue to emphasize the importance of people and improved quality of service for Sailors throughout the Navy.

An overview of Career Decision Fair (CDF) content is as follows:

- Career Information Workshops: Balanced comparison of military and civilian benefits, compensation and quality of life. Taught by career transition professionals from Ruehlin Associates. Briefs specifically designed for junior and senior personnel.
- Detailer Interviews/Presentations: The Navy career professionals, detailers, provide one-on-one career counseling and assistance. Enlisted and officer detailers participate and are available for community status briefs or briefs on the detailing process and JASS.
- Brief on Best Practices for Retention: Provides current information from around the Fleet on retention and attrition initiatives. Also, provides status of current Navy personnel policies and initiatives.

CDF Optional Content: Not available at all visits, site hosts need to coordinate in advance to ensure these options are available if desired.

- Navy Mutual Aid Association: Information available for all hands that discusses financial issues related to retirement planning, family financial benefits and investing.
- Professional Selling Skills (PSS): Three-day workshops providing CCCs training on communication and counseling skills. May be taught before, during or after the CDF week.
- Promotion/Board Procedures: PERS-8 briefs on enlisted and officer promotion/advancement boards and procedures.

*Continued on next page*

# Sailors Can Review Service Records On-line at CCD Web Site

Sailors can now update their performance summary records (PSR) and Officer Data Card (ODC) on-line at Navy Personnel Command's Center for Career Development web site at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

This new service-leading feature provides service members instant access to their records via the Internet, and enables them to request changes or updates online.

"This feature accelerates the records verification process exponentially," said LT Murry Carter, Deputy Director, Records Support Branch (PERS-312).

Carter added that the feature greatly reduces the need for hard-copy mailouts of the service

record, saving the Navy hundreds of thousands of dollars in postage.

"We estimate that the Navy could save nearly \$450,000 in the next fiscal year by moving away from traditional direct mailing of ODCs, and PSRs," said Carter.

The new on-line features will also eliminate hundreds of phone calls, e-mails and questions from the Fleet about contents of the record. "We're reaching out to people with our services better and faster than ever before. This state-of-the art technology is definitely a win-win for everybody — for our Sailors and for our record support personnel," said Carter.

Carter said that record support personnel will now spend the time previously devoted to printing and mailing out the records to monitoring the on-line records review link on the Stay Navy website and collecting changes submitted electronically by service members. "Instead of automatic annual mailing of ODCs or receiving requests for the hard-copy PSR records, we're getting ODC e-mail record changes via the web, also PSRs block-by-block "helps" provides information to notify the appropriate office for corrections," said Carter.

Carter noted the positive changes taking place in his department and credited the new on-line feature. "We are very pleased with the fact that the new on-line records review feature allows us to provide impeccable levels of customer satisfaction in addition to customer service. The road ahead for us is to continue providing fast, effective service to the Fleet and to remain an integral part of every Sailor's career management focus," he added.

Sailors can access their records through the Center for Career Development's web site. To access your record on-line or for more information, visit CCD's web site at [www.staynavy.navy.mil](http://www.staynavy.navy.mil), or contact the PERS-312 team at Comm (901) 874-3351, DSN 882-3351.

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### *Center for Career Development, continued*

- Recruiter Selection Team/Naval Reserve Recruiters: Available to support the detailer team from PERS-4 or to provide all hands or career counselor-specific training or briefs.

Other Host-coordinated Optional Events: The following are examples of additional career information-oriented briefs and seminars that some sites have added to a Career Decision Fair week to supplement NPC provided content. These have been presented by local career counselors, support center personnel (NCP, PSD, FFSC, etc.) or officers who were commissioned through an enlisted commissioning program.

- Navy College Program Briefs.
- Financial Training provided by Fleet and Family Support Centers.
- Enlisted Commissioning Program options.
- Re-enlistment options and incentives.
- Recruiting duty information from local recruiting offices.

Additional information can be found at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

*By Center for Career Development Public Affairs*

## Career Information

# Career Sea Pay Increased for All

*“The Fleet asked for CSP reform, and Secretary England and Admiral Clark have delivered. Enhanced CSP reform sends the message, loud and clear, that the leaders of the Navy are committed to the value of service at sea, and to the Sailors who are out there, at sea, every day.”*

– Vice Admiral Norb Ryan Jr., Chief of Naval Personnel

NAVADMIN 267/01 DTG 121930Z OCT 01 announces reform of Career Sea Pay (CSP) effective Oct. 1, 2001. SECNAV and CNO have approved new enhanced sea pay rates and expanded CSP to all ranks regardless of years of sea duty. Career Sea Pay reform recognizes service at sea, the cornerstone of naval service. More than 100,000 Sailors currently at sea will immediately benefit from this initiative.

In addition to increasing existing CSP rates, CSP is immediately expanded to all Sailors at sea. E1-E3 personnel and officers with less than three years of sea duty will now be eligible to receive CSP in recognition of the rigors faced by all personnel embarked and serving in our Navy ships. Enlisted eligibility for CSP premium is also expanded in recognition of their commitment to career sea duty. These combined initiatives make it possible for the Navy to provide a positive financial difference to our Sailors at sea.

The following CSP rates by rank and cumulative years of sea duty (YOSD) are effective Oct. 1, 2001:

### Enlisted (E1 - \$50 per month regardless of YOSD)

Rank	Rate (Based on YOSD)					
	< 1	> 1	2-3	3-4	4-5	5-6
E2	50	60	75	See Note 1		
E3	50	60	100	See Note 1		
E4	70	80	160	280	290	290
E5	70	80	160	280	300	315
E6	135	135	160	280	300	315
E7-E9	135	135	160	305	320	350

**Note 1:** Rate remains the same for E2 and E3 over two YOSD and beyond.

Rank	>6	7	8	9	10	11	12
E4	290	290	390	See Note 2			
E5	325	350	450	See Note 2			
E6	325	350	450	460	465	465	480
E7-E9	350	375	490	500	500	510	520

**Note 2:** Rate remains the same for E4 and E5 over 9 YOSD and beyond.

Rank	>13	14	15	16	17	18
E6	495	510	510	525	525	550
E7	550	575	575	600	600	600
E8	550	575	575	600	600	620
E9	550	575	575	620	620	620

**Warrant (W1 and W5 rates apply to USMC):**

Rank	<1	>1	2-3	3-4	4-5	5-6
W1	180	190	195	210	240	245
W2	210	210	210	210	240	365
W3	210	210	210	210	240	380
W4/5	210	210	210	210	240	405

Rank	>6	7	8	9	10	11	12
W1	280	350	380	420	455	455	475
W2	370	370	380	435	475	475	525
W3	395	400	405	435	490	525	560
W4/5	435	435	435	435	490	525	560

Rank	>13	14	15	16	18
W1	475	505	505	525	525
W2	525	560	560	560	560
W3	560	595	595	595	630
W4/5	560	630	630	630	700

*Continued on next page*

## Career Information

# Selection Boards and Fleet Reserve

During the selection board process, we often receive inquiries from personnel asking, "Why was my name removed from the selection board eligibility list?" Normally, the response to this question is, "Did you submit a request for transfer to the Fleet Reserve?" The Advancement Manual, BUPERSINST 1430.16D Article 810.1 requires the following statement: "I understand that submission of this application renders me ineligible for selection board consideration and

advancement in rate unless I request cancellation. I understand to be eligible for advancement consideration, my cancellation request must be received by Navy Personnel Command no later than (Jan. 1st for E8/9 candidates, April 1st for E7 candidates) approved no later than (Feb. 1st for E8/9 candidates, May 1st for E7 candidates)." This means, by submitting a request for transfer to the Fleet Reserve, you have rendered yourself ineligible for selection board consideration. Final

approval of your request is not required; submission alone renders you ineligible. The only exception to this policy is High Year Tenure. To be selection board eligible under High Year Tenure, your request for transfer to the Fleet Reserve must be for a date equal to or beyond your High Year Tenure date. A NAVADMIN is issued for each exam cycle, and this policy is reiterated within that NAVADMIN.

PNCS(SW) Miller  
PERS-852B1

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### Career Sea Pay Reform, continued

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#### Officer:

**O1 - O6 with less than 3 years of sea duty (not service) will receive \$100 a month through the second year of sea duty.**

Rank	>3	4	5	6	7	8	9
O1-3	210	225	260	265	275	285	300
O4	260	265	280	285	300	310	310
O5	315	315	315	315	320	345	350
O6	315	320	320	335	360	370	395

Rank	>10	11	12	13	14	15	16
O1/2	315	315	335	335	350	350	365
O3	315	315	335	335	365	365	380
O4	315	315	335	335	380	380	395
O5	365	370	370	370	400	400	420
O6	405	420	435	435	455	455	475

Rank	>17	18	19	20
O1/2	365	380	380	395
O3	380	395	395	405
O4	395	405	405	420
O5	420	440	440	475
O6	475	500	500	535

DFAS is updating their databases to incorporate the changes. Payments will be made to affected members as soon as possible, with payments retroactive to Oct. 1, 2001. Rates are also available at [www.persnet.navy.mil/pers33/whatsnew.html](http://www.persnet.navy.mil/pers33/whatsnew.html).

CSP Premium (CSPP) (\$100 per month) is payable when the sea duty counter indicates more than 36 consecutive months of sea duty and only for periods in which the member is entitled to CSP. Prior to reform, E5-E9 personnel with over five years of sea duty were not eligible for CSPP as a separate payment as it was already embedded into the table. Effective Oct. 1, 2001, E5-E9 with more than 36 months of consecutive sea duty will receive CSPP as a separate payment through the seventh year of sea duty. At over eight years of sea duty, the premium will be embedded into E5-E9 CSP rate tables regardless of consecutive months of sea duty.

Point of contact for Navy CSP policy is LT Stormi Looney, N130C1, at Comm (703) 695-3005, DSN 225-3005, e-mail [n130c1@bupers.navy.mil](mailto:n130c1@bupers.navy.mil).



# Opportunity of a Lifetime Begins at United States Naval Academy

***USNA offers enlisted personnel chance to become officers; prep school offers chance to prepare for USNA***

If you are looking for an opportunity to enhance your education, increase your skills and receive a commission in the United States Navy or Marine Corps, the Naval Academy may be for you. The U.S. Naval Academy in Annapolis, Md., offers an outstanding opportunity for qualified enlisted members of the Regular Navy, Naval Reserves and Marine Corps to embark on careers as officers in the Navy or Marine Corps.

Students at the Naval Academy are designated midshipmen, receiving pay of a midshipman plus tuition, room and board. Upon graduation, they receive a Bachelor of Science degree and a commission in the Navy or Marine Corps Reserves.

The Naval Academy offers 18 academic majors in engineering, science, mathematics, social sciences and the humanities. In addition to the academic curriculum, students also take military professional courses in navigation, naval engineering, weapons, leadership, naval history and law.

Beginning with Plebe Summer, and throughout the four years at the Academy, midshipmen are involved in more than 2,000 hours of military training including naval operations, military routine and drill, practical training in sail and power craft, and weapons. During the three summers following Plebe Summer, midshipmen get on-the-job training on board surface ships, submarines, aircraft and Marine Corps units.

To be eligible, top quality Sailors and Marines must fit the following profile:

**- Military:**

1. Be a citizen of the United States, of good moral character and unquestioned loyalty to the United States (as determined by interview and other appropriate means).
2. Top performers with strong leadership potential.
3. Outstanding physical fitness.
4. Must not have passed 23<sup>rd</sup> birthday on July 1 of the year entering the Naval Academy. **This is a statutory requirement and cannot be waived.**
5. Must not be married, pregnant, or have incurred obligations of parenthood.

**- Academics:**

1. A high school grade point average of 2.8 or better and ranked in the top 40 percent of the class.
2. SAT scores of at least 500 verbal and 550 math, or ACT scores of 22 English and 24 math or better. (Applicants are strongly encouraged to retake both the SAT and ACT since USNA uses the best combinations of SAT and ACT Scores for admissions purposes. Test scores will be accepted until March 1, 2002 with approval from USNA Admissions.
3. To be competitive, applicants should have completed four years of math and English, and one year of chemistry. Additionally, physics, history, and two years of a foreign language are recommended but not mandatory.

Candidates with strong academic and military backgrounds may receive direct appointments to USNA. Top military performers who need to strengthen their academic background may be selected to attend the Naval Academy Preparatory School (NAPS) at Newport, R.I., for appointment to USNA the following year.

SECNAV may nominate up to 170 Regular and Reserve enlisted personnel each for appointments to USNA. Deadline for all enlisted applications and recommendations is January 31, 2002. Extensions may be granted on a case-by-case basis. Packages completed before January 31, 2002, will be reviewed by the Admissions Board as soon as received.

**Application packages will not be reviewed without Commanding Officer's recommendation.**

Application procedures and eligibility requirements are outlined in OPNAVINST 1420.1. Applicants must submit an on-line application at [www.usna.edu/Admissions/pre-application](http://www.usna.edu/Admissions/pre-application).

Sailors and Marines that are up to the challenge should write: U.S. Naval Academy, Candidate Guidance Office, 117 Decatur Road, Annapolis, MD 21402-5018, Attn: Fleet Coordinator. You can also call the Fleet Coordinator, DMCM(SW) Bottos, at Comm (410) 293-1840, DSN 281-1840 or e-mail [bottos@usna.edu](mailto:bottos@usna.edu).

# Life of a Fleet Reserve Request

Allow me to introduce myself. I am PNCS(SW/AW) Kelly Reid, assistant branch head for the Fleet Reserve/Enlisted Retirements Branch at Navy Personnel Command.

No drastic changes have occurred in the Enlisted Retirements Branch lately; however, we are inundated daily with phone calls from members requesting status of their Fleet Reserve and retirement requests. We ask that Sailors use their career counselors to reduce the number of phone calls and allow us more time to process and track the requests that are in the system. E-mail requests are strongly encouraged, but make sure you include the member's SSN.

The following is the life cycle of a Fleet Reserve request.

- a. Request is routed at command, then forwarded to the personnel office or PSD that enters the request into OPINS or SDS.
- b. This office downloads request information each morning, converts the electronic information and forwards the request to the detailer's office for review.
- c. The detailer's review chain consists of the rating detailer, rating assignment officer and branch head. If a request is disapproved through the detailer review chain, it is routed to the Deputy Director, Enlisted Assignments (PERS-40B) for final determination.
- d. The request is then routed back to PERS-823 for us to place a copy in our files, then forwarded to the enlisted community manager (ECM) for their decision. It may require as many as three separate reviews before a final decision is reached.
- e. Whether a request is approved or disapproved, we send a response by message. If there is disagreement between the detailer and ECM review chains, the request will go through the PERS-8 review chain for final determination.
- f. This complete process normally takes between 30 and 60 days to complete.

During the life of a Fleet Reserve request, a service member will receive the following messages:

- a. Acknowledgement Message. Once a request is submitted, a message acknowledging receipt is sent. This message also notifies the member that they should receive a response to their request within 60 days.
- b. Message of Intent (MOI). After a request has been approved by the entire review chain, an MOI to that effect is sent; however, final approval will not be issued until a statement of service is completed (normally not later than four months prior to the requested transfer date). In less than one percent of retirement cases, adjustment of the Active Duty Service Date (ADSD) and Fleet Reserve date is necessary due to incorrect computation of active service by the local activity.
- c. The final authorization message contains the authorized Fleet Reserve date, authorized retainer pay grade and statement of service. When the final authorization message is received, review the statement of service to ensure each period of service is accounted for. If any questions arise concerning the statement of service, contact PERS-823 by phone at DSN 882-3187 or 3190, Comm (901)-874-3187 or 3190, e-mail p823a@persnet.navy.mil or p823c31@persnet.navy.mil.

Thirty-year retirements will only receive acknowledgement and final authorization messages. Their final authorization message will be issued six to eight months prior to their retirement date. If a retiree needs a message sooner, please contact Mr. Fry at DSN 882-3250 or e-mail p823c51@persnet.navy.mil. The phone book on the BUPERS web site is continually updated and will ensure you call the right person.

Have a great Navy day...*hooyah!*

*PNCS(SW/AW) Kelly A. Reid  
Retirements Asst. Branch Head  
PERS-823A*

# Early Return from Overseas

ENLTRANSMAN 4.016 provides the policies and guidance for early return of a member from an overseas duty station. An update of this article has been submitted for approval and implementation. In the interim, the following guidance is provided to maximize the efficiency of action taken on early return requests.

- a. Ensure that the service member is enrolled in the Exceptional Family Member (EFM) program in accordance with OPNAVINST 1754.2 series. Enrollment in this program is mandatory.
- b. Submit a naval message as outlined in Figure 4-D of the ENLTRANSMAN to COMNAVPERSCOM MILLINGTON TN//PERS40DD/PERS451/PERS662//. Ensure all requested information is provided and detailed explanations are provided where appropriate. Insufficient or incomplete information is a major source of delays in processing early return requests.
- c. Fax copies of the overseas screenings to PERS-40DD at DSN 882-2647, Comm (901) 874-2647. This information is required as part of the early return request. Additional information that has a bearing on the case should also be faxed. Awaiting receipt of this information also causes delays in processing.

Prior to submission of an early return request, commands should ensure that the member is qualified for early return. Some of the major areas to review prior to submitting an early return request are:

- a. Has member been enrolled in the EFM program and assigned to a category or level for assignment? Members must be enrolled in the program prior to submission of an early return request.
- b. Is the information regarding the member's EFM outdated? Members are required to

update information when the family member's condition changes, completion of diagnostic evaluations, or if the status of the EFM changes through legal separation, divorce, or place of residence.

- c. Is this a medical issue concerning the service member? In accordance with the ENLTRANSMAN, "For service members with medical issues utilize MEDIVAC process vice early return."
- d. Are services for which the member is being recommended for early return available locally? Declination by a dependent to utilize local facilities is not cause for early return of the service member.

Each early return request must be handled promptly. Return of the service member, dependents or the entire family, as appropriate, is to be accomplished as expeditiously as possible to ensure accessibility and availability of required services. Therefore, submission of complete and accurate information is paramount.

For information regarding the early return and EFM programs refer to OPNAVINST 1754.2A and ENLTRANSMAN 4.016. You may also contact Mr. Joseph M. Ferdinand, Early Return Coordinator, PERS-40DD at DSN 882-3545, Comm (901) 874-3545 or e-mail at p40dd@persnet.navy.mil.

***OPNAVINST 1420/1 replaces 12 different instructions and forms. Applicants for all programs must use the new instruction and application forms as of Dec. 1, 2000.***

# Navy's Bomb Squad Visits Great Lakes with a Mission: We're Hiring

Senior enlisted leaders in the Navy's elite explosive ordnance disposal (EOD) field visited Naval Training Center (NTC), Great Lakes, Ill., recently, to speak with leaders about the unique opportunities available to Sailors seeking a career in EOD - the Navy's bomb squad.

"EOD is one of the few jobs in the Fleet, where we perform our wartime mission, daily," said MMCM(EOD/SW) Jim Brooks, command master chief at the joint service EOD school, Eglin Air Force Base, Fort Walton Beach, Fla. "It is critical that we are fully manned."

The EOD community is currently 73 percent manned, and the school, considered to be one of the toughest in the Navy, has a 50 percent attrition rate.

"We are hoping that, by coming to Great Lakes and talking to Sailors who are headed to EOD school and their instructors, we can mentor these Sailors before they get to EOD school," said BMCM(EOD) James Conti, command master chief for EOD Group One, San Diego.

Conti and his fellow enlisted leaders say the biggest contributing factor to attrition from EOD school is difficulty with the physical requirements.

"If we can keep them motivated during their source rating 'A' schools to work out and maintain the standards they

need for EOD school we think we can lower attrition," said Brooks.

The senior enlisted leaders are also hoping to stir EOD interest by speaking to students in the apprentice training division and other "A" schools about obtaining the EOD Navy enlisted classification.

"We really think we have one of the greatest jobs in the Navy," said Brooks. "We want to get the word out that we are



hiring and to encourage Sailors to apply for EOD training."

The group, which also held their senior enlisted special warfare community conference at Great Lakes, plans to work with RTC and Service Schools Command, Great Lakes, Ill., to do a brief during indoctrination on the special warfare programs.

"We are here planting the seeds of this mentorship program and getting it up and running," said EMCM(EOD/AW) Steve Schell, commander master chief for EOD Group Two, Norfolk, Va.

The Navy EOD unit's primary mission is to disarm and

render safe any explosive devices. Originally conceptualized as simple, underwater mine disarming in World War II, EOD expanded their role enormously to include all conventional munitions, including limpet and undersea anti-ship mines, terrorists devices, nuclear weapons and chemical and biological weapons. EOD specialists, performing their mission both on land and under the surface, are regularly attached to both shore and shipboard missions and duties.

EOD unit members are qualified in static and free-fall parachute jumps, as well as close-and open-circuit diving.

Sailors interested in learning more about the special warfare programs should contact their command

career counselor or visit [www.cnet.navy.mil/eods/command/training](http://www.cnet.navy.mil/eods/command/training).

The special warfare community is currently sponsoring a recruit division at RTC comprised of recruits who are candidates for the special warfare ratings. The senior enlisted leaders will be mentoring the special warfare candidates throughout training, and attending battle stations and pass-in-review with the division.

*JOC Rhonda Burke  
NTC Public Affairs*

## Career Information

# Earn a Degree in Intelligence

Since 1963, the Joint Military Intelligence College (JMIC) has been educating intelligence professionals and preparing them for positions at the national and theater levels. The JMIC is an accredited college located on Bolling Air Force Base in Washington, D.C., offering graduate and undergraduate programs. For more information about the JMIC, visit the web site at [www.dia.mil](http://www.dia.mil).

At the undergraduate level, the college offers the 12-month Bachelor of Science in Intelligence (BSI) degree program. The BSI is a fourth-year degree-completion program of 400- and 500-level coursework that affords those students who have earned three years of undergraduate credit a means of completing their degree. Applicants must have a minimum of 80 semester hours, including 30 credits earned in the classroom of a regionally accredited college, 20 upper division (300- or 400-level) credits, and must have completed general education requirements as follows: nine credits in communication skills, six of which must be composition-related; 12 credits in math/science, three of which must be math; and 15 credits in the humanities, social sciences or fine arts.

The college also offers a nine-month undergraduate certificate program (UGIP) consisting of 300-level

coursework. The academic prerequisites include a minimum of 15 semester hours earned in the classroom of a regionally accredited college. Students who complete the UGIP may apply the credits towards a bachelor's degree at another college.

At the graduate level, the college offers the Master of Science of Strategic Intelligence (MSSI) degree program, which is a 12-month full-time graduate curriculum consisting of nine intelligence core courses, five intelligence-related electives, and a master's thesis on a topic related to intelligence. Applicants must be screened by a faculty committee before being nominated by their service to attend.

These programs are open primarily to intelligence specialists and cryptologists, but other individuals who hold Top Secret/SCI clearances may be considered for admission, depending on their experience and the desires of their community managers.

These programs are PCS assignments that begin in August each year. Navy enlisted members interested in attending should contact the admissions officer, Tom Van Wagner for more information at DSN 428-JMIC, Comm (202) 231-JMIC or e-mail [thomas.vanwagner@dia.mil](mailto:thomas.vanwagner@dia.mil).

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# RDC Duty Pays in Many Ways

Not many Sailors would jump at the opportunity to return to boot camp. But few Sailors realize that coming back to Recruit Training Command at Great Lakes as a Recruit Division Commander (RDC) offers a great set of benefits, including pay and advancement, plus a once in a lifetime experience to shape the future of the Navy.

"A lot of people thought I was crazy to come back here as a twilight tour," said BM1(SW/AW) Robert Nobles, who is preparing to start his second tour as an RDC. "But I love this job. The rewards outweigh anything else."

The job includes a host of perks, including preferential housing and child care, special duty pay of \$350 per month, free dry cleaning while you're training divisions, and an additional \$225 annual uniform allowance. But the biggest long-term benefit is the experience, which pays huge dividends in career advancement.

"You are in a leadership position in this job," said FCCS(SW) Andrew Gibson, who is also on his second RDC tour. "When I go back to the Fleet, I feel that I am so much further ahead of my counterparts."

RDCs are perhaps the only Sailors who get to mold a large number of civilians into Sailors. In a three-year tour, an RDC will personally train 1,222 Sailors headed for the fleet. Every RDC who completes a 36-month tour and trains at least five divisions receives the Recruit Training Service Ribbon.

Some RDCs say they were motivated to step up to the challenge of the job by hearing various complaints in the Fleet.

"Instead of being part of the problem, we can be part of the solution," said AK1(AW/SW) Lucy Alexandrie, who is training to be an RDC. "I think this is a very rewarding job knowing that I can take part in what goes out to the Fleet."

It's not easy to qualify as an RDC. Candidates must have a warfare qualification and are expected to be in top physical shape. The RTC commanding officer and command master chief personally screen each candidate.

Once the RDC completes a tour, the advancement benefits pay off almost immediately.

Sailors with the RDC Navy enlisted classification



## Career Information

# Retention and Personnel Resources

### 1. Retention/Attrition Information:

- a. Navy Retention Program
- b. ARGUS Career Milestones Tracking System
- c. Standard Enlisted Retention Measures
- d. Retention Best Practices from the Fleet

OPNAVINST 1040.11  
 OPNAVINST 1040.10  
 NAVADMIN 027/01  
 NAVADMIN 082/01  
 NAVADMIN 028/01 (#1)  
 NAVADMIN 084/01 (#2)  
 NAVADMIN 121/01 (#3)  
 NAVADMIN 177/01 (#4)  
 NAVADMIN 206/01 (#5)  
 NAVADMIN 023/01  
 NAVADMIN 047/01  
 NAVADMIN 195/01

### 2. Career Management Information:

- a. Selective Re-Enlistment Bonus (SRB)
- b. Time in Rate Waiver
- c. Publication of ITEMPO on LES/ITEMPO Program
- d. Berthing of E4 Shipboard Sailors w/o Deps.
- e. Enlistment Bonus Program
- f. Hardship Duty Pay
- g. Rating Entry for General Apprentices (REGA) and Career Re-Enlistment Objectives (CREO)
- h. Career Schools Listing

NAVADMIN 174/01  
 NAVADMIN 057/01  
 NAVADMIN 049/01  
 NAVADMIN 221/00  
 NAVADMIN 198/01  
 NAVADMIN 191/01  
 NAVADMIN 168/01  
 NAVADMIN 184/01  
 NAVADMIN 180/01  
 NAVADMIN 136/01  
 NAVADMIN 097/01  
 NAVADMIN 085/01  
 NAVADMIN 318/00

### 3. Benefits/Professional Development Opportunities:

- a. Seaman to Admiral 21 Comm. Program (STA-21)
- b. MGIB Enrollment for VEAP Participants
- c. Special Duty Assignment Pay
- d. Career Status Bonus & REDUX Retired Pay
- e. SGLI Program Changes
- f. Officer Candidate School (OCS) Procedures
- g. Graduate Education Voucher (GEV) Program
- h. Family Subsistence Supplemental Allowance

NAVADMIN 128/01  
 NAVADMIN 105/01  
 NAVADMIN 166/01  
 NAVADMIN 020/01  
 NAVADMIN 065/01  
 NAVADMIN 003/01  
 NAVADMIN 291/00  
 NAVADMIN 107/01

advanced at higher percentage rates than their counterparts competing for master chief, senior chief and chief petty officer, according to this year's board results. In FY01, at the E9 level, those who have served as RDCs advanced at 35.2 percent.

Forty percent of eligible candidates who served as RDCs were selected for chief petty officer, compared to a 25.5 percent Fleet-wide advancement. For E7, RDCs advanced at 16.2 percent, compared to an 11.9 percent rate Fleet-wide. The eight RDCs who submitted officer packages in FY01 were selected for commissions.

RDCs continue to enjoy some benefits after leaving the job. Following a stint at Great Lakes, RDCs are given special consideration for coast for their next assignment.

Make no mistake: Being an RDC is one of the toughest jobs in the Navy. In addition to developing the recruits, the RDC is also challenged to sharpen his or her own skills as a leader, counselor, instructor and manager. As a front line

supervisor, the RDC leads more individuals than most chief petty officer billets.

The hours are demanding. The RDC spends an average of 126 hours per week with the division. Prospective RDCs take a second trip through boot camp during their rigorous 13-week training. Classes have anywhere from four to 50 students. The average number of an RDC class is 15. During an RDC's training, he or she is paired up with a veteran RDC before officially becoming a "red rope."

Some of the RDCs returning for a second tour have seen the results of their first RDC tour while in the Fleet.

"I've been on ships and a Sailor will walk up to me and thank me for being his RDC," said AMCS(AW) Stanley Anasarias. "It's very rewarding to see them improving themselves. We're part of that process and it starts here."

*LTJG John Robinson  
 NTC Public Affairs*

# Surface Operations

SURFOPS bids farewell to ITCM(SW) Hailes as he transfers to the Fleet Reserve after 25 years of dedicated service. Particular thanks for addressing rating issues as well as career management issues affecting BMs, ITs, OSs, QMs and SMs since March 1998. ITCS(SW) Matcke, reporting from NCTS Keflavik, Iceland, relieves him.

Advancement quotas are based on projected vacancies. In an effort to improve advancement opportunity in the BM rating, SURFOPS will continue to take a hard look at all BM HYT waivers with few approval recommendations. We continue to support conversion to ratings offering better career advancement. For example, approximately 60 BM1s holding the 9545 NEC have received a letter requesting consideration for conversion to the MA community. This targeted effort supports build up of the MA force as well as creating E6 advancement vacancies for the BM rating.

Commander Naval Computer and Telecommunications Command (CNCTC) and Commander Task Force Navy Marine Corps Intranet

(CTF NMCI) merged to form the Commander Naval Network Operations Command (CNNOC) on July 9, 2001. This merger provides a single organization responsible for operation and management of the Department of the Navy's voice, video and data networks. Headquarters will remain at the Nebraska Avenue facility in Washington, D.C.

I regret this article will be my last submission. It has been a pleasure serving as your enlisted community manager. I sincerely appreciate the support from the detailers, schoolhouses, Fleet CINCs, CNET, and most importantly, you the Sailors. As I transition to prospective executive officer for USS DOYLE (FFG 39), I urge you to continue to actively participate in the Surface Warfare Training Requirements Review (SWTRR) process. Your ideas and concerns are at the core of research and planning in OPNAV.

*LCDR Augustus Bennett  
Surface Operations Ratings ECM  
N132D6*

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# Engineering Conversion Issues

Here are a few things to consider when applying for a rating conversion to help you make a better-informed decision.

1. You must meet the new ratings ASVAB requirements, (see ENLTRANSMAN Ch. 7). The ASVAB requirements also apply to firemen striking for a rating.
2. Two of the nine engineering ratings, IC and GSE, require "A" school for entry.
3. The Rating for General Apprentices (REGA), Career Reenlistment Objectives (CREO) message is full of valuable information. It lists advancement opportunities, whether "A" school is required, and manning levels for all ratings.
4. Look at the CREO rating for your present and desired rating. If your current CREO is lower, chances are your request will not be approved.
5. STAR and SCORE conversions are discussed in MILPERSMAN 1160.

6. Lateral and forced conversions are discussed in MILPERSMAN 1440.
7. Whether your rate is sea or shore intensive and when you are requesting the conversion is important. For instance if you are in a sea intensive rating and you are requesting a conversion at the start of your sea tour, it will probably be disapproved. A submission near the end of a sea tour is more likely to be approved.

Conversions are requested on NAVPERS 1306/7 not more than 12 months prior to your EAOS, via your commanding officer.

The routing of a conversion package is now done electronically. Hopefully this will reduce the time it takes to get your answer. Once the package is mailed from your ship it goes to the PERS-815 conversion desk in Millington. PERS-815 sends it to the detailers and then the community managers for chop. PERS-815 then

*Continued on next page*

### CT/EW - Plan Ahead

First, let me bid “fair winds and following seas” to CDR Scotty Hendren who retired after 30 years of service July 1. Having come up through the ranks, he always put the Sailor first. Good luck. The Navy will miss your leadership and experience.

The position of enlisted community manager (ECM) is an interesting and motivational job, especially, as the Navy sets sail into the 21<sup>st</sup> century. When CNO took the helm of the Navy a year ago, he stated his number one priority was manpower: recruiting, retention and reducing attrition. We in the CT/EW community have been doing great, and your TECHADS play a role in each of these critical areas. *We must plan ahead.*

The ECMs are concerned about each rating, from cradle (accession, recruiting) to grave. We need to work with Navy Recruiting Command and set the accession numbers for each rating. We will submit our “A” school and “C” school plan based upon billet authorization numbers and NECs.

Some other areas your TECHADS keep up with are SRB, SDAP, advancement quotas, and sea/shore rotation. However, we do not do assignments and manning issues.

There have been many success stories about taking care of Sailors lately. Retention numbers are up, attrition percentage is dropping, and the SRB dollars are still being paid.

By the time this LINK reaches the Fleet, we will have promoted

over 5,400 new chiefs.

Congratulations! Remember that the selection board made its selections based upon demonstrated potential to assume the duties of a chief petty officer. Now the Navy needs you to step forward and take those hard CPO jobs at sea or overseas.

You need to plan ahead. The next rung on the ladder is a little bit higher. By law only three percent of the Navy’s enlisted end strength (ratings) can be SCPO and MCPO. We can only promote to fill vacant SCPO and MCPO numbers.

Mentor your Sailors and help them plan ahead. Keep chargin’.

*CDR Mike Bryce  
CT/EW Enlisted Community Manager  
N132D8*

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## TRAMANs Key to Exam Success

Although documentation of completion of NRTCs associated with rate training manuals (TRAMAN) on the advancement exam worksheet is no longer required, completion of the

applicable NRTCS remains an essential element of preparing for advancement. Any Sailor in a rating that has an NRTC who wants to have a good chance of scoring well on the advancement

exam, must study the TRAMAN and complete the NRTC. Additionally, the TRAMANs and NRTCs are continually being revised to keep up with changes in technology in every rating. So, a Sailor who previously completed an NRTC should be encouraged to continue to revisit the TRAMAN and NRTC for study purposes as often as necessary to aid in their advancement preparation. At a minimum, all Sailors should complete the most current revision of the NRTC for their rating, including military requirements, and study the bibliography to prepare for advancement.

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### *Engineering Conversion Issues, continued*

processes the message sent to inform you of approval or disapproval.

Conversions and striking out of the GSM, HT, and MR rating will more than likely be disapproved due to critical manning levels; however, all conversions will be looked at on a case-by-case basis to determine possible approval or disapproval. We have also opened conversion into the GSM rating to the E5 level.

Congratulations to all the new engineering chief petty officers! My charge to you - go the extra mile in talking to your troops, find out how they are doing and if they are having any problems. Retention is key to Navy manning, and we need to go the extra mile for our Sailors.

*GSCS(SW) Antone P. Stanek  
Surface Main Propulsion Technical Advisor  
N132D3A*

# Professional Development Boards

The professional development board's (PDBs) primary role is to guide young, undesignated Sailors to choose a rating that is best for the Sailor and the Navy. Additionally, this forum is used to assist Sailors who, desire to pursue a rating conversion, are interested in pursuing an officer program or are interested in pursuing any number of other professional programs available to Sailors.

Simultaneously, PDBs should be used to screen nearly every member of a command to keep the chain of command, especially the commanding officer, aware of a Sailor's professional desires.

Information from this board is often fed to the quarterly retention council for further action. In the very best circumstances, PDBs will counsel and provide (positive non-threatening) guidance to Sailors who have recently been brought to captain's mast (NJP).

The PDB can review the Sailor's personal and professional circumstances, but more importantly, provide the Sailor with specific guidelines to improve his performance and get them back on track in a positive environment, augmenting the efforts of the Sailor's immediate chain of command.

With regard to advancements, executive officers (XOs), command master chiefs (CMCs), command career counselors (CCC), and unit personnelmen (PNs) serve as the

backbone of this board, and are responsible for ensuring that all non-designated Sailors who desire to strike for a rating and take a rating exam are thoroughly screened. The PDBs, at a minimum, must use tools like the latest CREO/REGA message, the NAVADMIN for the next exam cycle, the ENLTRANSMAN and the Enlisted Advancement Manual to establish if a Sailor pursuing a desired rating meets the minimum requirements for that rating, such as (but not limited to) the following:

- Minimum ASVAB requirements (can the member succeed in the proposed rating or should they retake the ASVAB).
- Security clearance requirements (and potential to achieve clearance, SSO screenings).
- Overall performance (past NJPs).
- Citizenship requirements.
- Is the requested rating "open" or "closed."
- Is the requested rating "A" school only (please request an "A" School rather than permitting a striker to take an invalid test).
- Is the requested rating over-manned (impacting future advancements and career progression).
- Physical requirements (e.g. meeting physical fitness requirements for

programs like diving or BUDs or other types of physical requirements like normal color vision for electronics and ordnance ratings, etc.).

- Use board experience to project opportunities beyond the limits of your own ship or squadron. For example, SEALs, EOD, divers, or ratings not found at many units like CTIs or SEABEES.

In spite of specific guidance, many commands fail to properly execute the PDB charter. For instance, there have been numerous cases where Sailors have been allowed to take rating exams for ratings that are "A" school only or in ratings that are "closed" on the latest CREO/REGA message. The command is informed of the invalid test and the Sailor's efforts have been derailed by bad advice, losing months of preparation for taking the exam. This is a significant negative experience for any young Sailor.

There was also a case where a colorblind Sailor was inappropriately permitted to take an advancement exam for a rating that required normal color perception. After successfully completing the exam (and eventually advancing to second class petty officer), he finished his initial enlistment and left the Navy. Seven months later the Sailor decided he wanted to return

*Continued on next page*

# CTO - Sea/Shore Rotation

A hearty congratulations to all those who were promoted from the March exam, and welcome aboard to our new chief petty officers. Hard work and dedication pays off in the long run.

Speaking of hard work and dedication, this month's article concerns something every Sailor experiences – sea/shore rotation. Unlike other DOD services, most Sailors need to go to sea.

Having just completed our annual sea/shore rotation re-evaluation, I'd like to offer a little insight into the process.

Unlike most of the Fleet, the CT community uses a CONUS/OCONUS rotation based on current duty station inventory and the total number of Sailors in each paygrade.

In other words, the number of billets available and the number of Sailors in a particular paygrade determine the CONUS/OCONUS rotation.

For our community, OCONUS is defined as overseas duty, sea duty (regardless of homeport), direct support, and Hawaii. CONUS is any duty station (less deployable units) within the continental United States.

Two questions that arise regarding rotation are, "Does my sea/shore rotation change when I get promoted?" and "What determines whether I start my new rotation with CONUS or OCONUS duty?"

The first question is simple. Yes, you begin a new sea/shore

rotation when you get promoted. Your promotion moves you into the next paygrade, so you become part of that paygrade's distribution equation.

Second, the available billets determine whether you start your new rotation in CONUS or OCONUS. In both cases, the detailers are happy to work with you in making your transition equitable. We also need to be mindful of the needs of the Navy regarding sea/shore distribution.

The sea/shore rotation process helps us all. It gives every Sailor equal opportunity to get to sea, transfer overseas, and return back to the States. It also ensures those serving in less desirable billets will rotate to the more desirable duty stations. A simple process, the sea/shore rotation process is the fairest way to distribute Sailors worldwide.

I'd like to take this opportunity to wish CTOC(SW) Anthony Joyce, the E5 and below detailer for the past three years, fair winds and following seas as he moves forward with his Navy career. Chief Joyce served the CTO community well during his tenure, making the hard decisions when necessary, while keeping our Sailor needs and desires in mind.

A warm welcome aboard goes out to CTO1(SW) Amy Hansen as she assumes the duties of E5 and below detailer. Best of luck to both shipmates.

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### *Boards, continued*

to the Navy. When it was discovered he was colorblind, he was not permitted to return to the previous rating that he enjoyed. He subsequently turned down a rating conversion that was offered.

A solid understanding by XO's, CMC's and CCC's of valuable information found in the semi-annual CREO-REGA message and other instructions and manuals will assist in alleviating many advancement challenges and provide significant guidance to the PDB. For instance, the PDB can explain to a Sailor that the population of a rating they are requesting to strike for is quite over-manned, and the advancement opportunities after

making third class are very poor. This information is of great value and can be gleaned from the latest CREO/REGA message.

The PDB role in a command structure is quite important, but in the life of a solitary Sailor it can be the difference between staying Navy or deciding to get out at EAOS. The PDB can be the catalyst to a fulfilling career in the Navy. When properly organized and executed, it significantly and positively influences advancement, career counseling and retention throughout each command.

*CDR Stephen J. Kozloski  
Combat Systems Ratings ECM  
N132D5 (FC ET STG GM MN TM)*

*CTOCM(SW) David Licastro  
CTO Technical Advisor  
N132D8D*



# NEC Assignments and Cancellations

Congratulations to those recently frocked to chief petty officer. You were selected not because you were great first class petty officers, but because of your potential to be outstanding CPOs. We need strong leaders in the Fleet, and I expect this crop of CPOs to continue that leadership tradition.

This quarter I'd like to talk about management of the NEC program. The CO, Enlisted Personnel Management Center (EPMAC), in coordination with the Chief of Naval Personnel, is responsible for the effective use of NEC information in the distribution, placement, and detailing of enlisted personnel. Commands that conduct courses of instruction that award NECs are responsible for reporting on students per CNETINST 1510.1 series. However, this is not the only way that Sailors can get awarded an NEC.

Did you know that commanding officers can submit a recommendation to EPMAC via a NAVPERS Form 1221/2 to award NECs to Sailors via on-the-job training? Did you also know COs can coordinate requests to waiver NEC award requirements with the cognizant BUPERS technical advisor (TECHAD)?

What this means is, if you have Sailors working in jobs who for some reason did not get the requisite training for those jobs, and they have successfully completed the resident requirements (i.e. JQR/PQS, NCS courses, time on the position),

you might want to think about submitting a 1221/2 to EPMAC (Code 49) via the endorsing commands (CNSG N7). The TECHADS will provide policy guidance to EPMAC concerning NEC removals and awards. Basically it is up to the senior leadership to thoroughly review the package to ensure that the individuals are qualified for the NEC. We normally make our decisions based on the documentation that you provide and the command's endorsement.

Awarding NECs by submitting N/P 1221s are beneficial because, it rewards and motivates the Sailor, it gives the community manager an accurate

account of NEC inventory, and it saves training dollars.

This is by no means meant to replace formal schoolhouse training and should not be used in all cases. Some highly technical NECs (9147/49 for example) will still require formal training, but it does give you another option. For more information refer to the NEC manual (NAVPERS 18068F). If you have any questions feel free to contact me or your rate training manager at CNSG N7.

*CTRCM(SW)Bob Ouellette  
CTR Technical Advisor  
N132D8E*

## Fleet Reserve Submission and Approval Requirements

An enlisted member who has completed at least 20 years of active service may, at his or her request, be transferred to the Fleet Reserve. Once submitted and approved, a member's Fleet Reserve date may be changed only upon member's request or due to national security. Prior to the submission of a Fleet Reserve request, each service member desiring retirement should be intimately familiar with MILPERSMAN 1830-040 and any other periodicals regarding Fleet Reserve approvals and submissions.

When you reenlist or extend your enlistment, you sign a

contract with the U.S. Navy and are expected to honor your agreement. Going over 20 years of service is not automatic justification for approving Fleet Reserve requests. Retirements prior to EAOS gives your ship or squadron what amounts to an unplanned loss and makes planning of advancements, PRD roller projections and school quota management difficult for both the rating detailer and the community manager. A Fleet Reserve request prior to EAOS will not normally be approved.

As always, feel free to contact your community manager

*Continued on next page*

# CTT/EW - The Future

Congratulations to our new chief petty officers! Job well done. The requirements for the CTTs of the future continue to change and will require us to remain flexible and willing to adapt to new threats. One of the keys to our success is to recruit, train and keep individuals in the Navy. Young Sailors coming out of boot camp are motivated and ready to learn. It's up to all of us to keep them moving in the right direction. Lead and challenge our people and they will stay motivated.

The primary focus is to meet current and emergent Fleet requirements. With the merger, each of us will have the opportunity to mold the future of ELINT/EW. With the advancement of technology and the varied range of threats, CTTs will have to be ready to deliver quick responses to protect the Fleet and provide expert analysis for countermeasure developments. Within the next five years everyone will see changes in technology, tactics and training. As a community, we will need to continue to advance our skills and find innovative ways to stay ahead of our adversaries.

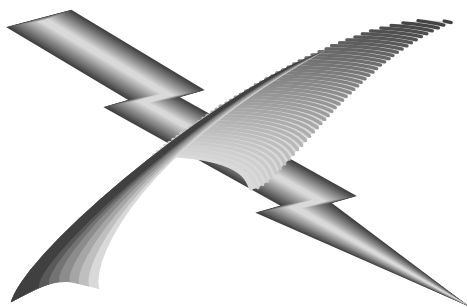
By the time this article is published we will have had our fourth merger team meeting. I encourage everyone to read our CNO wrap-up messages, review action items and provide input and feedback to your supervisors and chiefs. We need maximum participation from everyone to ensure we leave no stone unturned. We had a great turnout from both ratings at the last CTT/EW symposium in Norfolk and expect that trend to continue. Don't sit

on the sidelines; get involved and have your voices heard. For those of you who have not submitted your SSBI package, I have two words for you, "Get hot!" It is absolutely essential that all EWs submit their packages immediately if you have not yet done so. Getting your clearance requirements done ASAP will help facilitate a smooth transition into the merger and provide you with a wider range of career opportunities. EWs with their final clearances are eligible to D-rate into any CTT billet. Personnel with interim clearance will be eligible for selected CTT billets. The CTT/EW detailers are extremely flexible in assisting EWs with CTT billets. CTTs, if

you are coming up on your five-year update, don't wait until the last minute to submit it. It is your responsibility. You will severely damage your opportunities for exciting and challenging assignments if you are not cleared.

Several courses have been added to EW advancement requirements. The list of

required and recommended courses can be found through CNET's advancement web site. Go to [www.advancement.cnet.navy.mil](http://www.advancement.cnet.navy.mil) and select "Courses" along the left column, then "C" from the alphabetical course listings. The requirements are under "Cryptologic Technician Courses FY02." To learn more about how advancement exams are scored and how your final multiple is computed, go to CNET's advancement web site. Select "Exams and Tests," then scroll down and view the "Navy Enlisted Advancement Systems (NEAS) Brief." Starting in January 2002 the E7 advancement exams will contain 200 questions.



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### *Fleet Reserve, continued*

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in N132 or rating detailer in PERS-40 if you have additional questions or concerns. Also, the Enlisted Retirement Branch (PERS-823) can help answer questions you may have regarding your submission. You can also visit our web site on the BUPERS web site at [www.persnet.navy.mil/index.html](http://www.persnet.navy.mil/index.html).

CTTCM John Wilson  
CTT Technical Advisor  
N132D8F

EWCS (SW/AW) Paul McCormick  
EW Technical Advisor  
N132D8G

# Submarine Non-Nuclear Update

On behalf of the submarine non-nuclear enlisted community managers (ECM), congratulations to the submarine force's newly selected chief petty officers. Bravo Zulu to all!

Strikers into ET and MM ratings need to submit NAVPERS 1221s (NEC Change Requests). If you have successfully passed and struck into the MM weapons or auxiliary division, then you are deserving of either the NEC 4232 or 4230 NEC, respectively. To get this NEC assigned, submit a NAVPERS 1221 (found in the NEC manual) requesting it be awarded. This will cause your enlisted master file to be updated. Keeping this file updated with proper NEC data helps the detailer and the ECMs plan for the distribution and management of personnel. In addition to the ECM and detailer it also helps the SRB managers validate your SRB request (the SRB NAVADMIN requires MM(SS) personnel to have an NEC). Submit those NAVPERS 1221s! The same is true for personnel who have successfully struck into the ET rating. Once completing your 14NO, 14RO or 14TO NEC requirements, submit a NAVPERS 1221.

**Submarine Disqualification.** Although we've made steady progress in shore manning over the past year, the submarine community is still facing some manning challenges, particularly on shore duty. One source of manpower that will be used to fill gaps ashore is personnel who have been disqualified from submarine duty. Per ENLTRANSMAN 5.101, personnel disqualified from submarine duty will normally be assigned to a submarine support command for two years. Examples of submarine support billets can include overseas duty (i.e., COMSUBGRU 8), submarine tender duty, the undersea surveillance team or the submarine type commander staffs. At the completion of the two-year submarine support tour, the following options are available:

- Continue assignment to submarine support duty (those personnel assigned to submarine support are identified by the assignment of designator 8, which reflects on the EDVR).
- Be made available for general detailing by the surface community (this may require a forced conversion).
- Request reinstatement to submarine duty.
- Be administratively separated.

The bottom line is that the services of personnel disqualified from submarine duty can and will be put to use within the submarine community.

In closing, the submarine non-nuclear enlisted community management shop would like to welcome aboard LCDR Moises Deltoro who is reporting to us from USS SALT LAKE CITY (SSN 716) where he served as XO. LCDR Deltoro has relieved CDR Chris Kaiser who is off to the prospective commanding officer pipeline.

Remember that your submarine ECM team is here to help maintain and improve the best submarine force in the world. Give us a call or check out our web site at [www.persnet.navy.mil/pers2/N132D9/index.htm](http://www.persnet.navy.mil/pers2/N132D9/index.htm).

Go Navy, go submarines and stay informed!

*CDR Chris Kaiser  
Submarine ECM  
N132D9*

*ETCS(SS) Daniel Reed  
Assistant Submarine ECM  
N132D9A*

*ET2(SS) Robert Lee  
Assistant Submarine ECM  
N132D9B*

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## Supply ECM

I'd like to take this opportunity to express my appreciation to the many people who have made my tour as the supply ECM both enjoyable and rewarding. It has truly been a pleasure serving the over 23,000 Sailors of the supply community. It has been equally enjoyable being a part of many exciting challenges and changes facing our community, including getting the AK/SK rating merger successfully off the ground, improving SH and MS rating health, and reaching as many of you as we could through our new web site and road shows. I think one of the best facets of my job, though, has been fielding calls from MEPS and NRDs, and approving applications for people wanting to return to the service. Helping a young person get a job always gives me a good feeling.

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# Check Out IS Community Web Sites

Did you know there is a web site that contains information valuable to all intelligence specialists? Welcome to the CNO N2M Intelligence Community Management web site. This site, which can be accessed on either the Joint Worldwide Intelligence Communications System (JWICS) or the Secret Internet Protocol Router Network (SIPRNET), is the electronic voice of the community management office and consists of a myriad of information directly pertaining to and affecting intelligence specialists.

The web site contains nine sections, with the home page as a highlights page. The highlights page is a listing of current initiatives to include after-action reports from such functions as the intelligence specialist forum as well as academic opportunities for ISs.

Other sections include: officer community management; enlisted community management; intelligence administration, which contains yearly archived messages concerning community management issues; Director of Naval

Intelligence (DNI) Corner, where Sailors can see issues the DNI is addressing; and the N2M team, where you will find contact phone numbers and e-mail addresses for the IS detailers and members of the community management team. All sections of the N2M web site contain extremely useful information. Here is a sampling of additional information you will find on the web site:

**Rate Training Manuals.** You can find all the volumes of IS TRAMANs for download in Adobe Acrobat format.

**Educational Opportunities.** Read about education opportunities and application procedures for ISs at the Joint Military Intelligence College (JMIC) located at the Defense Intelligence Analysis Center (DIAC). Also, find out if your eligible for the Naval Intelligence Foundation Scholarship program.

**Career Path.** A general overview of what tours and training you may experience throughout your career as an IS.

**Career Progression/E4-E9 Advancement.** Find out how the IS

Rating compares to the Navy in regards to advancement.

**NEC Description and Information.** Provides a description of IS NECs and the number of billets in the IS community, as well as current initiatives regarding IS NECs.

**Alpha Roster.** A listing of all ISs broken down by paygrade and duty station.

**Awards.** Provides access to the IS of the Year instruction (ISOY) and the procedure and samples of the Rufus L. Taylor Award program.

**The History of the IS Rating.** Curious as to the origins of the IS rating? You will find the answer here.

**Useful Unclassified Links.** This section was recently posted and includes links concerning pay and finance, in-rate development, professional development and benefits after your successful career in the Navy. This list can either be printed or exported to an unclassified computer in the office or at home.

These are just a few examples of information available at your fingertips. The web sites are available on JWICS (SCI) at [www.qdeck.nmic.ic.gov/N2M/index.html](http://www.qdeck.nmic.ic.gov/N2M/index.html) or SIPRNET (Secret) at [www.nmic.navy.smil.mil/N2M/index.html](http://www.nmic.navy.smil.mil/N2M/index.html). Questions or comments are welcome.

*ISC(SW) Nathan Lewis  
IS Technical Advisor  
N132D17D*

*ISCS(SW) Thomas Boynan  
IS Technical Advisor  
N132D17C*

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### *Supply ECM, continued*

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I'd like to welcome my relief, CDR Jeff Baquer, coming from CINCUSNAVEUR/COMFAIRMED. I know he has a lot of enthusiasm and is ready to take on the mantle of the ECM. We've made a lot of progress over the last two years, and we still have a lot of things ahead of us. I've left him with a great team: LT Greg Menard, SKCM Anthony Johnson and SKCM Jeff Campeau. I know he

and his team are up to the challenge and will continue to support the community with style!

Again, thanks for your support, feedback, dedication and professionalism. We're only a phone call away.

*CDR Joe Spruill  
Supply ECM  
N132D15*

# TAR Enlisted Community News

**Career planning.** All of us reach the point in our Navy career when we begin to consider our career options. It is very important to take a step back periodically and look at our goals and objectives. What are my career intentions? How can I best prepare myself for life after the Navy? What is best for my family now and in the long run?

If you have enjoyed your Navy career and the camaraderie and adventure that it offers, but have decided to look at careers outside of the Navy, let me encourage you to take a close look at service in the TAR program. The TAR program offers an outstanding opportunity to *stay Navy* and at the same time take advantage of the reduced operational tempo of the reserves.

What is a TAR anyway? TAR stands for Training and Administration of the Reserves and is broken into aviation and surface communities along the same lines as the regular Navy. A total of 29 ratings are represented within the TAR program, including 12 aviation and 17 surface and administrative ratings. The TAR community offers many outstanding opportunities for continued, interesting and challenging careers in the Navy!

TARs provide a core of full-time professionals that support the training of selected reservists, complete associated administrative requirements, and provide extensive support to the Fleet in a variety of operational units. TAR personnel are engaged in almost

every part of the Navy learning and using the same skill sets as their USN counterparts.

Additionally, TARs have the opportunity to work directly with selected reserves. These dedicated individuals come from all walks of life and their prior fleet experience and diverse civilian backgrounds greatly enhance the work center or division. Exposure to these citizen soldiers enables the TAR to learn more about their community and play a critical role in training and administering the reserve Navy.

**Sea duty.** Both aviation and surface TARs follow a normal pattern of sea/shore rotation similar to their USN counterparts. Aviation TARs are assigned to Naval Reserve Force Squadrons (RESFORONS) and surface TARs to ships of the Naval Reserve Force (NRF). Personnel assigned to these units experience day-to-day duties very similar to Sailors in regular Navy units. The major difference is in deployment schedule and weekly routine. Reserve units do not normally deploy for six months at a time, but perform shorter duration detachments for reserve training or contributory support of our active-duty counterparts. Detachments vary in length and frequency depending on the community.

**Shore duty.** TAR shore duty is performed at the many varied units that make up the Naval Reserve shore infrastructure. These units consist of Naval Reserve Centers and staffs spread across every state in the United States. Duty in the heartland is a

hallmark of TAR service and is one of the greatest benefits of being a TAR.

**TAR recall and conversion.** There are many outstanding opportunities for recall and conversion into the TAR community for selected reserve and USN members. Critical rates are listed below. Those interested in recall or conversion to the TAR program should also check the enlisted community manager (ECM) web site for more information. In addition, ENLTRANSMAN Ch. 20 contains specific procedures for submitting your application. PERS-913 in Millington processes these applications. Questions related to the submission or tracking of an application should be directed to PNC Glasper at DSN 882-4508, Comm (901) 874-4508. Also, please feel free to contact the TAR ECM shop with any questions related to manning or advancement opportunities in specific rates.

Those within critical rates or NECs (see below) are specifically encouraged to call when submitting an application so that we can assist you in tracking your package. Specific manning information regarding other rates and NECs is available by contacting either the surface or aviation ECM.

**Selective Reenlistment Bonus (SRB).** SRB is available for select TAR ratings and NECs for the third fiscal year. At the time of this writing, NAVADMIN 49/01 is

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## ECMs and Technical Advisors

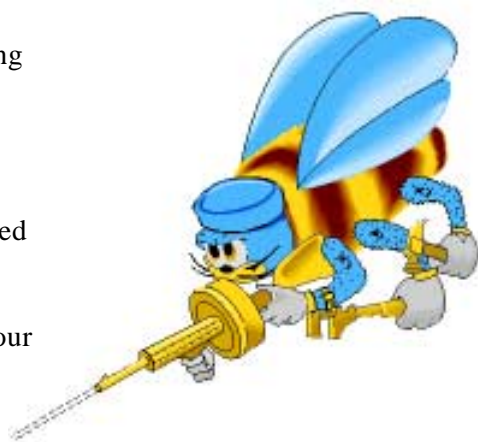
# Seabee Community Strength Stable

Greetings to all Seabees, I'm EACS(SCW) Dante C. Tan, reporting from NCTC Fort Leonard Wood, Mo. I relieved EACS(SCW) Mark Nelson, who transferred to JMF St. Mawgan, England. The major responsibilities of my new job include, career path management, advancement calculations, sea/shore rotation monitoring, "A" and "C" school planning, NEC management and CREO/REGA management for the Seabee ratings. Additionally, I'm responsible for SRB coordination and data analysis for all Navy ratings.

My initial impression of the

Seabee community is stability. Thanks to continuously improving retention, our overall strength inventory has consistently been better than 95 percent of our enlisted programmed authorization. With the anticipated better NMCB deployment cycle and current SRB in our ratings, Seabee retention, and therefore our overall community strength, is expected to remain stable.

After being onboard a few weeks, I feel this will be a very challenging job, but I look forward to working with all of you. I encourage you to contact me anytime by e-mail or phone regarding Seabee issues.



Have a great Seabee day.

*EACS(SCW) Dante C. Tan*  
*Assistant Seabee Community Manager*  
*N132D16A*

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### *TAR Enlisted Community News, continued*

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still in effect. Please see the BUPERS web site for the latest NAVADMIN update.

**Critical aviation ratings and NECs.** The AC, AE and AM ratings and the 8215/26/50/51/52/89 NECs are considered critical for the TAR aviation community. In addition, aircrew personnel in any rating are strongly encouraged to apply. Our primary need is for E5 and below. E6s will be considered on a case-by-case basis dependent on specific manning requirements in the rating. Other ratings will also be considered on a case-by-case basis.

**Critical surface ratings and NECs.** The following surface rates are highly encouraged to apply to the TAR program: ET1/2/3 (male), HM2 (IDC candidates), HT2, DK1 and SK2/3. Other rates will be considered on a case-by-case basis.

**New TAR (Surface Ratings) Enlisted Community Manager.** Greetings. I am LCDR Don Ross. I recently reported to BUPERS from USS KEARSARGE (LHD 3). Being a TAR officer and having been a reserve center commanding officer and department head on NRF ship USS ESTOCIN (FFG 15), I bring experience to the job that allows an

insiders view of our community. I look forward to working for and with you to shape our community as we strive to contribute to our nation's defense as part of the future total force.

More specific information about units, missions, and the TAR community in general can be found on both the TAR enlisted community manager web site at [www.persnet.navy.mil/pers2/n132d11/tarecm/welcome.htm](http://www.persnet.navy.mil/pers2/n132d11/tarecm/welcome.htm) or the Naval Reserve Force web site at [www.navres.navy.mil/navresfor/hbwhome.htm](http://www.navres.navy.mil/navresfor/hbwhome.htm).

*CDR David Ruppel*  
*TAR Aviation Enlisted Community Manager*  
*N132D11*

*LCDR Donald Ross*  
*TAR Surface Enlisted Community Manager*  
*N132D12*

*PNCM (AW) Douglas DeVault*  
*TAR Assistant Enlisted Community Manager*  
*N132D11A*

# Nuclear Enlisted Program Manager

Hello, as your new nuclear enlisted program manager, I want to give you an overview of my background. I just completed a tour as Executive Officer on USS TOPEKA (SSN 754), and I served as new construction engineer on USS RHODE ISLAND (SSBN 740). My first tour was on USS TINOSA (SSN 606), and my shore duty includes NROTC instructor and a tour at Naval Sea Systems Command (SEA 92). What many non-submariners will note is that I have never been stationed on a carrier. Put your mind at ease. My principal assistant, LT Matt Pyburn, is a surface nuclear-trained officer, and he is always available to provide insight on surface nuclear duty.

Being a community manager is an eye-opening job. A lot goes into managing the nuclear enlisted community – much more than I imagined. There are a lot of quick turnaround personnel issues such as NEC changes, training command

screening and recruit screening. But this aspect of the job is more responding than managing. The managing part of the job, and I think the most important part, is trying to look ahead for the community. I need to gather data from nuclear-trained Sailors, your commands, TYCOMs, CINCs, CNP, Naval Reactors, the CNO's office, Office of the Secretary of Defense, Congress, even Presidential initiatives, to forecast how the nuclear enlisted community can best meet the challenges of the future. My bottom line in approaching this part of the job is that the nuclear enlisted community will have the right number of people to support 100 percent manning of all rates for all our ships and submarines. To achieve this requires three things that I can directly impact. You must be adequately compensated for the hard work you do. Those that perform the best should be quickly promoted and given more responsibility. Finally, you need to

know that your contribution to our country and the Navy is appreciated and valued. In this light, as your community manager, I will be one of your biggest advocates for pay and compensation issues. I have seen firsthand what I consider to be the unmatched talent of the nuclear-trained Sailor. It is your collective drive, dedication, and hard work on a daily basis that will make my job easy as I pick up where my predecessor left off and continue working to improve nuclear pay, compensation and manning.

If you have any thoughts, issues, concerns or questions, please contact my staff or me. Our phone numbers are in the LINK directory under N133D. You can also visit our web site at [www.persnet.navy.mil/pers2/n133web/n133d.htm](http://www.persnet.navy.mil/pers2/n133web/n133d.htm) and drop us an e-mail.

*LCDR Rob Palisin  
Nuclear Program Enlisted Community Manager  
N133D*

## Limited Duty and Nuclear NECs

I'm ETCM(SS) Curt Haggard, the Nuclear ECM's quality control advisor. I want to discuss how you return to your ship following a period of limited duty (LIMDU).

If you are found medically unable to work shipboard, you will be evaluated for placement in a LIMDU status. If you are placed LIMDU, you will be removed from the shipboard environment and assigned an inactive nuclear NEC (3359-subs, 3389-surface). The LIMDU period is for recovery and rehabilitation, away from nuclear work. When your recovery is complete, several important steps must occur

before you can return to watchstanding or maintenance (and before your active NEC can be restored). A medical officer must find you fit for full duty (FFFD) and physically qualified (PQ) for the nuclear field (NF). For submariners, this must be an undersea medical officer (UMO) who must also find you PQ for submarine duty. Your LIMDU coordinator must send a copy of the medical record to me. I need all pages from the beginning of the event that started the LIMDU through to the present. If you are PQ NF, the screening process can begin right away. If found not physically qualified (NPQ), but a

waiver is recommended, the paperwork goes to the Bureau of Medicine and Surgery (BUMED) and the Bureau of Naval Personnel (BUPERS) for further evaluation. I wait for their findings to complete the screening for the NEC restoration. Once these determinations are made, your package will be screened.

If you are the admin LPO for a CVN or submarine squadron or group, you can get daily e-mail status reports on your Sailors who are in screening. Just send me an e-mail requesting to be included on my morning report.

*Continued on next page*



# Submarine Pay Program

My job as the SUBPAY monitor is to fix problems that members have with their SUBPAY, and in every issue of *LINK* I discuss SUBPAY issues and requirements.

**Submarine Career Screening Gates and TOSS.** If it's up to you, don't transfer from a submarine on the 15<sup>th</sup> of the month! This could cost you lots of future SUBPAY dollars. SECNAVINST 7220.80E, the SUBPAY instruction, explains the rules on submarine career screening gates and total operational submarine service (TOSS). To maintain eligibility for Continuous Submarine Duty Incentive Pay (CONSUBPAY) after you have been in the submarine service for at least 12 years, you must meet your 12-year gate. (In addition to needing 14 months of obligated service to go back to a submarine when not currently stationed on a submarine.) To meet your 12-year gate requirement you must have attained 72 months of TOSS before your 12-year gate date. TOSS time is credited for every month you are assigned to a submarine for duty, for ride time when assigned to a submarine command staff, and for successful completion of Navy schools leading directly to a submarine assignment. Partial months are credited using the 15-day rule which states, "Reporting to a submarine prior to or on the 15<sup>th</sup> day of any month, or detaching from a submarine after the 15<sup>th</sup> of any month, entitles an individual to credit for the entire month. Thus, if you have a transfer off the boat scheduled for the middle of the month, consider delaying it at least until the 16<sup>th</sup> and earn an extra month of TOSS. How important can one month of TOSS be? I have searched the career histories of many a submarine Sailor looking for and not finding that elusive month of TOSS that could have

satisfied a gate and allowed entitlement to CONSUBPAY. Lost CONSUBPAY during a three-year shore tour for an E6 over 12 yields almost \$10,000.

At your 18-year point as a submariner, the gate requirements get more complex. At your Submarine Service Entry Date (SSED) plus 18 years, you must have at least 96 months of TOSS to continue eligibility for CONSUBPAY. If you didn't have 72 months at your 12-year gate, but now have at least 96 months at 18 years, you regain eligibility for CONSUBPAY. If you do not have at least 96 months at 18 years, you have permanently lost CONSUBPAY entitlement. Additionally, having between 96 and 119 months of TOSS at SSED plus 18 years will allow you to draw CONSUBPAY up to the completion of your 22nd year of service based on your Pay Entry Base Date (PEBD), provided all other eligibility criteria are met. If you have 120 months of TOSS or more at this point, you can receive CONSUBPAY up to the completion of your 26th year of service based on your PEBD.

Remember, if for any reason you have lost CONSUBPAY eligibility, and you are assigned to a submarine crew or have qualifying ride time, you are still entitled to Operational Submarine Duty Incentive Pay (OPSUBPAY). OPSUBPAY is paid in the same dollar amount as CONSUBPAY. Something to remember about OPSUBPAY is you must be going to sea on a submarine to get it, as mentioned above. One example of a potential problem is as follows: You are assigned to a submarine and are granted final approval for transfer to the Fleet Reserve. Your CONSUBPAY stops with the approval and your OPSUBPAY starts since you are a member of a submarine crew. Prior to leaving active duty, you find yourself in a limited duty (LIMDU) status. When a member who is drawing CONSUBPAY goes LIMDU, he is still entitled to it for six months if not submarine disqualified. However, if you are drawing OPSUBPAY on a submarine, you will not be entitled to any SUBPAY when you go LIMDU. Since OPSUBPAY is controlled locally by your PSD, you must make sure it is stopped when you transfer from the submarine.

If you have any problems or questions with SUBPAY that can't be resolved locally, I am ready to assist you. Give me a call or drop me an e-mail, and we'll work together to resolve it.

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### *Limited Duty and Nuclear NECs, continued*

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Go to [www.bupers.navy.mil/pers2/n133web/n133d.htm](http://www.bupers.navy.mil/pers2/n133web/n133d.htm) for NF information. Still have a question? Send me your question by e-mail. My address is [n133d2@bupers.navy.mil](mailto:n133d2@bupers.navy.mil).

If the paperwork can't be scanned or e-mailed, use the fax machine at Comm (703) 697-7751, DSN 227-7751. Always verify receipt by phone and use a good fax cover sheet. My address is: DCNO (M&P), N133D2 (for FedEx include: room 3636), 2 Navy Annex, Washington, DC 20370-0133. Paperwork for this office that goes to NPC or EPMAC (or vice versa) slows down the process significantly.

*ETCM(SS) Curt Haggard  
Nuclear Quality Control Advisor  
N133D2*

*EMC(SS) Joseph A. Mangin  
Submarine Pay Program Monitor  
N133D3*

# The Sailors', Seabees' Advocate

Hello, Seabees. I am LCDR Stephanie Jones, reporting from NMCB 4. I relieved LCDR John Heckmann as Head of the Seabee/Special Warfare/Special Operations Assignment Branch, and I am very happy to have the opportunity to continue to work with seabees, and now the Spec War and Spec Ops communities as well.

Our job in detailing is to be the Sailor's/seabee's advocate. What does that mean? It means that we are representing the Navy member. The detailer's job is to do his absolute best to get you the job you want that is good for your career.

"In other words, the detailer will be able to give me any job or location I desire then, right?" The detailer's job is not quite as easy as that. The detailers are tasked with matching the desires of the seabee to the needs of the Navy. The needs of the Navy are determined by open billets. For example, if one of the top college football players went into the draft thinking that he could play pro ball in his hometown in North Dakota, he would find that his agent could not fulfill his desires.

To create a win/win situation for both the seabee and the commands, you should make your selection based on actual and available billets. The billets that need to be filled are advertised every two weeks on JASS by rating. An open billet must exist for the detailer to fulfill your assignment desire.

If location is the primary driver as you look for billets, the seabees have opportunities in recruiting and physical security. Recruiting and physical security have billets all over the Navy and offer a larger choice of assignment locations. RDC Great Lakes is another opportunity to do something different. If you look back to those early days in your Navy career and think you could do as well or better than those who trained you, an RDC position will allow you to impact those new Navy Sailors and seabees. Special duty assignments offer seabees lots of places where the Navy does not have seabee billets.

Communication is critical to getting the job or location you desire. Talk to your chain of command about your career and get good career advice from

your chiefs. Talk to your command career counselor so you can find out what opportunities are out there for you. Talk to your family to make sure you keep them in the loop on decisions which will effect the entire family. It is also very important to talk to the detailers as soon as possible! The seabee detailers are extremely willing to talk to you about all your options for your next assignment.

As I sign off, I want to congratulate all of those recently selected to chief. Well done! Your consistent superior performance led to your selection. Keep charging.

*LCDR Stephanie Jones  
Head, Seabee/SpecWar/SpecOps Assignment Branch  
PERS-401*

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## New E8/E9 Detailer

I am CUCM(SCW/FMF) Tom Stanley, the new Seabee Rating Assignments Officer (RAO) and E8/E9 Seabee detailer. I am reporting from the 31<sup>st</sup> NCR and have relieved CUCM (SCW) Wade Howk. I want to thank him for an outstanding turnover and wish him and Kathy the best at NMCB 7.

I look forward to this challenging tour and meeting all of you either personally, by phone or by e-mail. I also want to congratulate all the newly selected chiefs and wish them the best in their continued seabee careers.

Chiefs, we have a real-world need to fill recruit company commander, physical security, brig and recruiting billets worldwide. These are mandatory billets that we need our younger seabees to fill each month. This is a great opportunity for shore duty in a specific location, and it fulfills that tough out of rate assignment requirement we talk to our troops about. Talk to your troops concerning these types of billets and work with the career counselors to help us get candidates nominated to these challenging billets.

*CUCM (SCW/FMF) Tom Stanley  
Seabee RAO E8/9 Detailer  
PERS-401C*

# UT/CE E6 and Below Detailer

Hello to you all. I am UT1(SCW) Harvey, the new UT/CE E6 and below detailer. I am coming from an outstanding tour with NMCB 3 in Port Hueneme, Calif. I relieved UTC(SCW) Williams and wish her all the best with NMCB 133 in Gulfport, Miss.

Let's talk about something near and dear to me, PRDs. If you are within 12 months of your EAOS/PRD, and I haven't talked with you, give me a call and let me know what is on your mind. As part of the Detailer Communications Program, the detailers are taking an aggressive and even more proactive approach to individual detailing procedures. Twelve months prior to your PRD, you can expect to receive a message urging you to think about reassignment and reenlistment options. Ten months prior to your PRD, I will try to reach you by telephone to discuss assignment options. Also, review JASS and talk to your CCC about how it works, so when you enter your nine-month window, you have a good idea about possible jobs and how to apply for them. Start early in your window to improve your chances of obtaining your billet of choice, and be flexible. I realize that deployment schedules may make this communication

difficult; however, a concerted effort to contact you or your CCC will be made.

For shore duty, consider high-priority billets like recruiting. Recruiting duty comes with some attractive benefits like a possible assignment near your hometown, special duty assignment pay of \$375 per month and choice of coast for your follow on assignment. Instructor duty and recruit division company commander duty in Great Lakes (for E5 and up) are two of the best career-enhancing special programs we have. Both are challenging and rewarding. Check these programs out and give them serious consideration.

I look forward to visiting and talking with as many of you as possible. My goals are to maintain an honest, fair and accessible relationship with each of you. Communication is a key to our success. Good luck out there.

*UT1(SCW) Steven Harvey  
UT/CE E6 and Below Detailer  
PERS-401CD1*

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# BU/SW/EA - Plan for Changes

Greetings from the seabee detailer shop. I am BU1(SCW) Erhart, the new BU/SW/EA E6 and below detailer, coming from an outstanding tour with NMCB 5 in Port Hueneme, Calif. I relieved BUC(SCW) Kane and wish him the best of luck in NMCB 3.

During my four months in the detailer shop, I have observed that not all seabees plan for the future. Career planning is a major key to success. Suppose you plan on separating at your EAOS, and when the time arrives you have a change of heart, and now you are leaving the battalion or another Seabee Combat Warfare qualifying unit without your SCW pin. Since you decided to stay Navy, and you have completed your sea duty, you move on to shore duty. When you complete your shore tour, you find yourself in an unfavorable career position. In order to be competitive for advancement, you need an SCW pin,

and you don't have it.

As a detailer, I try and help plan career paths by advising which billets would help you for your professional growth and continued successful career. If you are in a warfare-qualifying unit, take advantage of the opportunity. Work hard and get it. There is an old saying that goes like this. "Regret for something you did, time will heal. Regret for something you didn't do is inconsolable." Your detailers are a great source of information and career advice. As your detailer, I look forward to the opportunity to work with you all and assist you in your career planing and future assignments. If you have any questions, please don't hesitate to call. Good luck and think "Safety first."

*BU1 (SCW) Erhart  
BU/SW/EA E6 and Below Detailer  
PERS-401CE1*

# Overseas Tour Extension Incentives

The Seabee detailer shop has gotten numerous requests for OTEIP. For the detailers to process these requests, they need all the necessary information outlined in this article to be submitted in the correct time frame.

OTEIP affords eligible enlisted personnel assigned overseas the opportunity to receive benefits for extending their PRD 12 months on board their present command. This program allows the military member and family the chance to remain an additional year at their present assignment and saves the government money on costly transfers. When approved for extension under OTEIP, the member chooses one of three benefit options.

- Option A: \$80 per month for each month of the extension.
- Option B: Thirty days R&R (Rest and Recuperation), which equates to 30 days non-chargeable leave, during the period of the extension.
- Option C: Fifteen days R&R plus round-trip transportation at the expense of the government from the overseas location at

which you extended to a CONUS port of entry during the period of the extension.

Requests for OTEIP extensions should be submitted to COMNAVPERSCOM (PERS-40CC) not more than 12 months, but not less than eight months prior to your current PRD. Requests should be submitted via the command career counselor.

The following factors will be examined during processing of all OTEIP requests.

- a. Current rate manning and priorities of the Navy.
- b. Current manning at present command.
- c. Status of relief and/or availability of billet at requested command.
- d. Timeliness of request submission.

If you are currently serving overseas and are considering an extension, you can research OTEIP in ENLTRANSMAN 4.11.

*EOC(SCW) Ted Rice  
EO/CM E6 and Below Detailer  
PERS-401CF1*

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## Divers - Never a Dull Moment

I thought I'd seen it all and done it all, but, boy, was I wrong. I recently returned from a short underway period with SEAL Delivery Vehicle Team ONE (SDVT-1), where my horizons were significantly expanded. I was highly impressed with the caliber of personnel, divers, SEALs and submariners alike, performing in such a professional manner.

One of the things that struck me was the fact that alongside the "seasoned" first class divers, were boot camp divers performing a function they probably never even heard about while in diving school, and performing it well. I was also impressed with the supervisory personnel. With only one chief diver embarked, there was ample opportunity for E6 and E5 personnel to take charge of the many supervisory stations, and take charge they did. SDVT certainly provides the opportunity to step up and lead at the E5-6 level.

The bottom line...let me encourage you to seek a

tour at one of the SDVTs, especially those of you who have been laboring at UWSH and/or salvage for a great portion of your career and are ready to peg the excitement meter again. As a petty officer or chief petty officer, there are great opportunities to develop the leadership techniques and diving equipment maintenance experience you need. Also, it's not everyone who gets to brag about locking out of an underway submarine in the middle of the night off the coast of XXXXX.

Interested in a career in diving, SDVT or any other diving jobs? Contact me, the fleet diving detailer, and if you qualify, we'll get you going down the "hooyah" path.

*ENCM(DSW,MDV) Briggs  
Fleet Diving Detailer  
PERS-401DC*

# SEAL Community Opportunities

The naval special warfare newsletter *Perimeter* is now on-line at [www.persnet.navy.mil/pers401/pers401d.htm](http://www.persnet.navy.mil/pers401/pers401d.htm). *Perimeter* provides active duty SEALs/SWCC operators the latest in career information updated monthly.

Naval special warfare has a very exciting Personnel Exchange Program (PEP). PEP is an operator-for-operator exchange between two countries for a period of 24-36

months. SEALs are eligible to do a tour of duty in Australia, England, Germany or Spain. These billets are for fully qualified E6 to E8 SEALs. You can apply for any PEP billet regardless of your current command. All interested applicants should contact GMCM (SEAL) Culley.

Are you interested in learning a foreign language? Here are some things you need to keep in mind. NSW has billets available for almost

any language offered at Monterey Calif. The best time to attend is between duty stations. There is an obligated service requirement for each language to be completed at a *sea* command. We do not send members to be trained in a language with follow-on orders to shore.

*GMCM (SEAL) Culley  
SEAL Detailer  
PERS-401DE*

## EOD Candidate Update

Thanks to the combined efforts of Great Lakes motivators and EOD Fleet recruiters, Panama City dive school classes have been full. This will remain crucial in order to send larger numbers of diving qualified students to Eglin for the second phase of EOD training. The only way the EOD community will get healthy is to continue this process and graduate at least 100 EOD technicians from NAVSCOLEOD in Eglin, Fla.

At the request of both group in-service EOD recruiters and the team at Great Lakes, I have included a checklist to help reduce common misunderstandings about the qualification process of a candidate.

### Requirements:

- Pass a diving medical exam.
- 30 years old or less (Fleet experienced Sailors can be waived based on present occupation and physical screening status [i.e., already salvage divers, SEALs, UCT divers, SAR]).
- Males and females are eligible.
- Pass a pressure test (for diving).
- One year without NJP.

- Eyesight 20/200 bilateral correctable to 20/20 (Waivers for 20/400, correctable to 20/20 have been granted based on PRK applicability upon completion of EOD training).
- ASVAB score AR + VE = 108, MEC = 50 (Candidates with strong endorsements, evals, and PT scores have been waived on a case-by-case basis to 104).

### Physical Screening Test:

- 500-yard swim using side or breast stroke in 14 minutes or faster.
- 10-minute rest.
- Perform minimum 42 pushups in two minutes.
- Two-minute rest.
- Perform 50 sit-ups in two minutes.
- Two-minute rest.
- Perform six dead hang pull-ups (no time limit).
- 10-minute rest.
- Run 1.5 miles in 12 minutes 45 seconds or faster in shorts and running shoes.

Waivers can be made on a case-by-case basis. All candidates *must* have initiated their background investigation prior to sending a complete EOD screening package to DC1 Nelson at NPC. DC1 Nelson is the school's coordinator who processes all EOD/SEAL/DIVER packages for candidates.

If you are not in a source rating for EOD, this *does not prevent* you from attending EOD training. All non-source rated candidates have up to one year upon completion of EOD to convert to a source rating. If you are on the West Coast and have a question about the special operations world of an EOD technician, call ABH1 Cope in Coronado, Calif., at DSN 577-5856, Comm (619) 437-5856, e-mail [n00c2@eodgru1.navy.mil](mailto:n00c2@eodgru1.navy.mil). On the East Coast, call GM1 Larsen in Norfolk, Va., at 1-800-699-9895 ext. 258, e-mail [vlarsen@eodgru2.navy.mil](mailto:vlarsen@eodgru2.navy.mil).

Congratulations to all the new chiefs. Your LCPO at sea opportunity could be a call away.

*GMCM(EOD) Robert Dawkins  
EOD Detailer  
PERS-401DF*

# So You Want to be a Boat Guy

I get dozens of calls and e-mails each week from guys trying to figure out how to become a boat guy. It seems that no one can find the information on how to get a package turned into NPC. So, by popular demand, here is a short primer on how to submit a SWCC package. The reference instruction is MILPERSMAN 1220-340.

The current criteria for a SWCC candidate are as follows:

1. Physical completed within the last 12 months.
2. Possess normal color perception and vision correctable to 20/20.
3. Minimum ASVAB score: AR+WK/VE=104, MC=50.
4. 30 years old or younger.
5. Qualified as a second class swimmer or better.
6. Possess 36 months obligated service as of class graduation.
7. Meet minimum performance standard. All Enlisted Performance Evaluation marks 3.0 or better for two evaluation cycles.
8. Only men are eligible.

Age and ASVAB waivers may be granted; however, the scores listed for the PT screening are the minimums. There are no maximums.

The physical screening test consists of the following:

1. 500-yard swim using breast and/or sidestroke in 12.5 minutes or less.
2. Perform a minimum of 42 push-ups in two minutes.

3. Perform a minimum of 50 curl-ups in two minutes.
4. Perform a minimum of six pull-ups.
5. Run 1.5 miles in 11.5 minutes.

Procedures:

1. Submit a special request chit through your chain of command requesting SWCC training.
2. Submit an Enlisted Personnel Action Request (NAVPERS 1306/7) to SPECWAR/diver assignment.
3. Submit the following with your request:
  - a. A certified copy of your ASVAB test scores.
  - b. Your physical screening test results.
  - c. Your medical physical.
  - d. Certified copy of your latest performance evaluation report.
  - e. A certified copy of interview memo.
4. Mail your package to SPECWAR/diver assignment.

There are two web sites that will answer most of your SWCC questions, [www.swcc.navy.mil](http://www.swcc.navy.mil) or [www.persnet.navy.mil/pers401/index.html](http://www.persnet.navy.mil/pers401/index.html). If you need more information, contact ET1 Paul Yates, the SWCC recruiter, at [YatesP@navsoc.navy.mil](mailto:YatesP@navsoc.navy.mil) or your friendly SWCC detailer. Remember to talk to your command career counselor.

*EMCS(SWCC/SW) Mike Warrelmann  
SWCC Detailer  
PERS-401DI*

**Change of address? Have a question?**

***LINK* E-mail address:**

***link@persnet.navy.mil***

## EM - Shore Duty

Greetings from NPC Millington, Tenn. Over the past several months we have received some interesting phone calls about shore duty, so I would like to cover some basics about shore duty in relation to electricians.

As engineers, our basic role in the grand scheme of things is to repair equipment. With that in mind, the majority of our billets, at sea and ashore, involve repairing equipment. Most of our billets, therefore, are at repair activities, such as SIMA or NIMF. Of course, these activities are located at fleet concentration areas.

It is common knowledge that the Navy has facilities all over the U.S.; however, there aren't many billets for EMs at these locations. We have many Sailors that go into the order negotiation period with the mind set that if they don't get orders to Toledo, Ohio, then they are getting out. By all means, ask for the billet. It's the only way to get it; however, chances are very slim. If Ohio (or any other place) is where you want to go, the best way to get there is to go recruiting. They have billets all over the U.S., and I'm sure there is one near the place you desire.

In short, I would just like to say, keep your expectations realistic. We all would like shore duty at or near home. We are engineers, and as such, over 80 percent of our billets are in fleet concentration areas.

Now, let's talk about professional growth and shore

duty. There are currently three types of shore duty that can help your career: RDC Great Lakes, recruiting, and instructor duty at Great Lakes. This is nothing you haven't heard before. These duties can help your career greatly and make the road to chief just a little shorter.

Keep the lights burning and the shafts turning.

*EMC (SW) Honaker  
EM E5 Detailer  
PERS-402CD2*

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## HT - Communicate with Your Detailer

A new program here at Naval Personnel Command requires all detailers to contact you when you are within ten months of your Planned Rotation Date (PRD). This call is not designed to negotiate your next set of orders; however, it is designed to cover any concerns we may have, or answer any questions you may have with planning your next career move.

If we are unable to contact you for one reason or another, we encourage you to call us and ask questions. Please make sure you utilize your command career counselor regarding questions about programs or reenlistment options. We get numerous calls about issues that could have been handled at the command or divisional career counselor's level. If you do decide to call, especially from overseas, and we are not available, leave us your SSN, a few different numbers and a good e-mail address. While the time difference usually is not

an issue in CONUS, the difference in time can be as great as 15 hours or so overseas, making our attempts to return your call difficult unless phone numbers or e-mail addresses are made available to us.

Additionally, I would like to clear up a rumor in the Fleet. That is the "one up, one down" myth. While detailers must occasionally use personnel in different pay grades to compensate for inventory shortages, this is the exception - not the rule. Please call before applying for billets outside your paygrade.

Remember we are here for you. When you call, it is not a bother for us to help you. That's our job. Finally, congratulations to all the new chief petty officers and soon to be selected petty officers.

*HT1 (SW) Todd M. Smith  
HT E4 and Below and "A" School Detailer  
PERS - 402DF2*



## MM - Be Mindful of the Future

As the title of this article suggests, I will discuss thinking ahead in your career and making decisions that will have long-term, positive effects on it. We should always consider the near- and far-term consequences of our decisions in any area of our lives. What may look good to us today may not be as appealing to us tomorrow, next week or next year. That \$300 video game will be outdated sooner or later, so is it worth the money? In your naval career these same questions should be asked when you make decisions about where to go next and what to do. Let's explore a few options you may want to consider that will help in making good, career-enhancing decisions.

**Location.** While that MEPS station, Navy/Marine Corps Reserve station or Naval Air station may be close to home, Ma and Pa and apple pie, it is not the place to break out and make a difference.

Opportunities to get close to

home and make a difference exist in recruiting duty. Open to qualified third class petty officers and above, recruiting offers a chance to make your mark. You will directly influence the quality of Sailors you send to the Fleet. These are the men and women that will work for you when you return to sea, so call your recruiter selection team representative or the recruiting detailer and ask how you can improve your Navy.

**Type.** I'm not talking Type 1,2,3,4, or 6 (by the way neutral duty, type 5, is gone). I'm talking about your job description, what you do every day. I will get to sea/shore rotations shortly. Shore duty is a break from the rigors at sea. It is not a break from naval service. While SIMA billets may be a good place for the junior MM to refine his/her rating knowledge and work habits, it is not a career move for our senior Sailors looking to put on khaki or a star. You probably already know what I'm going to say. Take duty as a recruit division commander or an RTC/FTC instructor. Advancement rate is higher across the board, and you will mold your future subordinates and plot the course of the Navy for years to come. Another long-range implication is that Great Lakes offers a stepping stone to those of you wanting to swap coasts.

**Sea/shore rotation.** Maintain your sea/shore rotation whenever possible. Avoid asking for extensions ashore or at sea because you can't find a good shore billet. There are good shore billets if you look at it the right way. Board members will look at your rotation

and make judgements based on it. Don't let them make the wrong one. Geographically, don't grow deep roots. Japan is an excellent example. While sea duty in Japan is a career move, think ahead. Is there a shore billet that will be as career enhancing? If not, do you stay at sea and fudge your sea/shore rotation? I know the home basing arguments. However, as Sailors we should be ready and willing to go to the billet that will allow us to make our mark and advance.

**Physical security duty.** This duty can be career enhancing if you go about it carefully. Do it early. First class petty officers on physical security duty will most likely still be first class petty officers at their PRD. Also, ask for Type 3 duty overseas. It counts for sea time and you are protecting our forward-deployed Sailors. If you are intent on carrying a gun, do it while you're young and don't do it in CONUS.

Before I close I would like to extend a welcome aboard to MMCM(SW) Calvin Watson reporting from USS EMORY S. LAND (AS 39). He will relieve CMDMC(SW/AW) Bennet as the MM lead detailer. Master Chief Bennet's next tour will be as CMC on USS SAN JACINTO(CG 56). We wish him and his family fair winds and following seas.

*MMC(SW) Gary H. Bruns  
MM E1-E4 Atlantic Detailer  
PERS-402CF4*



*Keep America Strong!*  
**Stay Navy!**

## GS - JASS and Fleet Balance

Howdy from the gas turbine detailing shop. We would like to send a hearty congratulations to all the newly selected CPOs. Great job!

JASS has been working fairly well since its implementation, but judging by the number of questions concerning JASS, there is still some confusion. Hopefully, we can make some of that clear.

The number of visible requisitions on JASS is proportional to the available number of eligible rollers within the PRD window. If there are eight GSM2s rolling to sea duty and eight rolling to shore duty, then you will see in the neighborhood of nine open billets for each applicable type duty. These will be opened according to the priority assigned by the cognizant manning control authority and are filled according to those priorities. Also, it should be mentioned that LANT and PAC Fleet balance will be maintained plus or minus 5 percent of each other, or you might see that within a particular paygrade/rate only one coast is open for available billets.

The challenge for NPC is to scrub the requisitions and PRD roller lists, look at fleet balance and determine the number and location of billets to open. So, if you hear from your detailer that there are so many open billets, but see a significantly smaller number on JASS, you are not being misled. This is due to a small amount of distributable assets. Hopefully, there is something to satisfy your desires (our main goal) and still meet the manning needs of the Navy.

You can apply for up to five different billets on each application/JASS cycle. The more you apply for the better chance you will receive the billet you desire. Using JASS is the same as negotiating for orders. You do not have to call to ask if you can apply. If the billet is open on JASS, you are in your six- to nine-month detailing window and it is a billet with the same paygrade, then you can get with your CCC and make an application. An application is not a guarantee that you will receive that billet, it simply lets the detailer know that you would like to be considered for it.

A rumor is circulating that by calling your detailer, you can bypass JASS. This is simply not true. All applications are given equal weight whether submitted by a detailer or a command career counselor. Notes can be added to the application to aid the detailer during

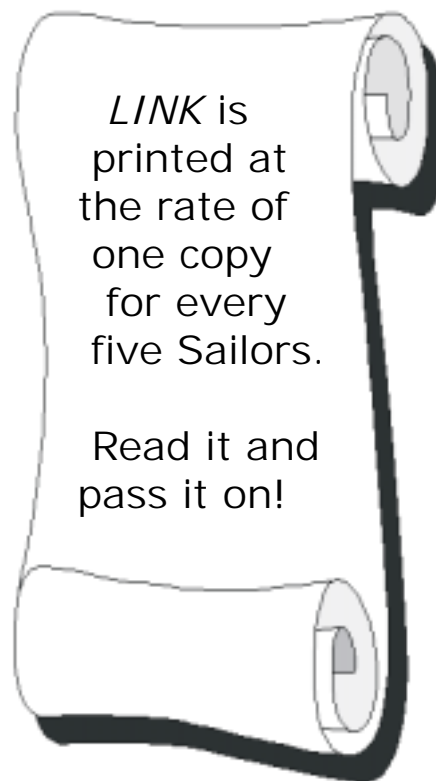
selection. Utilize this feature to give the detailer information that you feel we need to know to help us make our selections.

Hopefully this clears up some questions. If not, as always, you are welcome to call us with any questions you may have concerning anything about your naval career.

We would like to welcome aboard GSE1(SW) Mauricio Gonzalez from USS PHILIPPINE SEA (CG 58) in Mayport, Fla. Good luck to all who just took the E4, E5 and E6 exams. We wish you well in your naval careers. As always the GS detailers are here to help guide you throughout your naval career. *Good luck out there, and cruise safely. Mahalo!*

*GSMC(SW) K.M. Hagen  
GS E5 & Below and "C" School Detailer  
PERS-402CG2*

*GSEC(SW) T.A. Aanerud  
GS E1-E4 Detailer  
PERS-402CG4*



*LINK* is  
printed at  
the rate of  
one copy  
for every  
five Sailors.

Read it and  
pass it on!

# IC - Make Sound Decisions, Advance

Greetings, shipmates! I am ICC(SW/AW) Jimmy Pavelka, reporting from USS ESSEX (LHD 2) out of Sasebo, Japan. I have taken over as the IC rating lead and E6 and above detailer. Allow me to begin by bidding fair winds and following seas to ICC(SW) Buzzard. His experience will be missed. Also, I would like to welcome aboard IC1(SW) James Robertson who is the new E4 and below and "A" schools detailer. He is coming from USS NASSAU (LHA 4) and is looking forward to working with you.

I have served on a variety of platforms and had a few "C" schools, so my background should be of assistance to you in making your career decisions and answering any questions you may have.

Since I will be detailing mostly senior personnel, I will ask that you please inform the junior Sailors of the detailing process and what to expect. We still receive many calls from junior Sailors who are not aware of the difference between Planned Rotation Date (PRD) and End of Obligated Service (EAOS),

the negotiation time period in which they must be under orders, and what the negotiation window is.

Negotiation begins at the nine-month window and ends at the six-month window in which members must be under orders. Under no circumstances should anyone enter their six-month window without being under orders, *unless* they are going to separate at their EAOS. Even then, we require a message from the command stating the member's intentions. The three-month negotiation window gives you about six JASS reqs from which apply. Please plan ahead.

First class petty officers - what have you done to stay competitive in your career? Have you earned your pins on sea duty? Have you done a recruiting, RDC or instructor tour? Have you considered an overseas sea tour onboard one of our forward-deployed ships? Typically, if you are outstanding in areas such as performance, test scores, evaluations, etc., the completion of a successful tour at one of these assignments has usually meant the difference in being selected for

chief. I have seen many IC1s who have done what seemed to be career Type 3 duty for their sea time (almost every sea tour seems to have been filled with a Type 3 duty of some sort), yet they are surprised that they never advance to chief. Are you doing what it takes to be competitive and advance? Avoiding sea duty will not help your chances for advancement.

Chiefs and senior chief petty officers - we have a long list of demanding billets that require movement and flexibility. The days when we could say for sure that you could do shore duty and retire in a certain geographical area are gone. Please plan ahead before the time comes.

Please call or e-mail any time if you have any questions, and I can tell you the latest news affecting us. I look forward to meeting and hearing from you all. Keep in touch.

*ICC(SW/AW) Jimmy Pavelka  
E6-E8 IC Detailer/Rating Lead  
PERS -402DC*

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# DC - Leave a Message ... Really

Hello, shipmates! Greetings from the DC detailers, and congratulations to all the newly selected chief petty officers. Advancement opportunities continue to be good in the DC community for those who study hard and take on the challenging assignments. Promotions to DCC are at their highest level in the last six years.

Communication is a wonderful tool. We attempt to contact you via phone 10 months prior to your PRD. This call is not to guarantee your next assignment, but to discuss the process, your concerns, and any other relevant matters that may affect your next assignment. If for some reason we can not get in contact with you, it is your responsi-

bility to call us or apply on JASS for your next duty assignment.

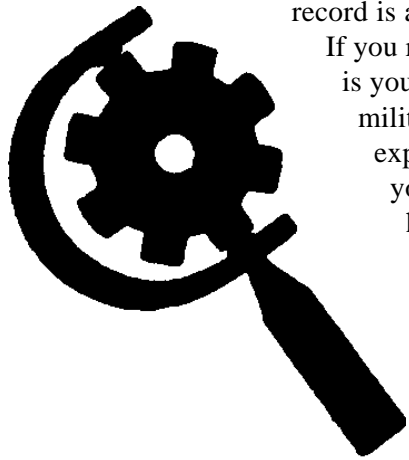
The often-heard statement we get when forced to detail a member at the last minute is, "I have been trying to get through to you, but your phone has been busy." This excuse isn't acceptable, shipmates.

*Continued on next page*

## MR - Communication Vital to Success

We hear it often, but do we act on it? We receive excessive amounts of information every day, but what do we do with it? What should we do with it? The answers are not always clear. Let's see if we can shed some light on the subject.

Detailers are in the business of matching people to the jobs on each requisition, and it can be a daunting task. However, the job is made much easier if we have all of the right information. What is it that we really need?



First, each detailer needs to be sure that your record is as current as possible. If you recently got married, is your spouse in the military? Are you expecting a baby near your PRD? Do you have an exceptional family member? Does your detailer have an up-to-date copy of your Page 2? Are all of your "C" schools and NECs documented in your record? This information is vital to ensure that nobody is overlooked for a certain job. *We need to*

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### *DC - Leave a Message, continued*

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Each of your three detailers has three lines for their phone number. If you miss us when calling, leave a detailed message with numbers where you can be reached. We will return your calls.

If you have access to the Internet, e-mail us. You can do this anytime day or night and we will receive it. When sending e-mail, give us details and a phone number to get back to you. We then have two ways of communicating with you.

Lastly, thank you to all the command career counselors for your hard work and support.

*DCC(SW) Mark Johnson  
DC E7-E9 and "C" School Detailer  
PERS-402DI*

*know.* Information is useless if it isn't shared.

Also, we can't help you make the best choices for your career if you don't tell us what you want out of it. What are you looking for in your next assignment? Are you looking for an overseas billet? Do you want or need a school? Are you looking for something to make you stand out, or do you just want to pass the time? I am sure most of you are familiar with the phrase "Lead, follow, or get out of the way." Today's Navy needs leaders who will step up, make an occasional sacrifice and take on the tough jobs.

Recently, Navy Personnel Command began the Detailer Communication Program to get detailers and Fleet Sailors talking and sharing information about the needs and wants of the Sailors and their families. The 12-month message should get the Sailor thinking about his or her next assignment and talking to the career counselor to discuss options, programs, schools, etc. Then comes a 10-month contact. This is when the Sailor should be letting the detailer know about special circumstances, new babies, new spouses, school availability and anything else that may impact the Sailor's career. Finally, at the nine-month window, the decision about the available billets needs to be seriously considered. You have three months to decide on your next assignment, and during this time you should be looking at JASS to see what is available and keeping in contact with your detailer. The seven-month message is the "deadline" message. At this point you have one month to decide on your next assignment. Once the six-month mark is reached, the detailer is required to write orders IAW MCA priority.

All of this is why communication is so important to the detailer's ability to do his/her job and your getting that dream assignment to make you stand out. We need to hear from you, the Sailor. If we don't know your needs, we can't be your advocates. Talk to us.

*MRC (SW/AW) Kuhn  
3M/MR E-6/9 Detailer  
PERS-402DE*

*MR1 (SW/AW) Beck  
MR E-1/5 & C Schools  
PERS-402DE1*

## EN - Attention to Detail

First and foremost, I would like to bid farewell to Senior Chief Petty Officer Patrick Holden who has received orders to USS GUNSTON HALL (LSD 44). He has done an outstanding job serving the engineman first class community. I strive to continue to do the same.

I am reporting aboard from the "Fighting 54" USS ROBIN (MHC 54). As your new detailer, I would like to ensure you have every opportunity to advance to chief petty officer. You ask how? Be willing to extend yourself and step up to the plate when the opportunity presents itself (i.e., collateral duties ETT, DCTT, command involvement, college [PACE at sea], qualifications [in and out of rate], as well as correspondence courses). These are just some of the opportunities that present themselves throughout your career. As always, warfare devices are a must. Consistently achieve the highest in-rate qualifications you can wherever you may be stationed. EOOW is the ultimate for an engineman's career. Hopefully, I have laid out a plan for you to follow which will bring you success in your careers. Look forward to the following four important things.

1. You will be receiving an automated 12-month PRD notification message. This message lets your chain of command and command career counselor know that you will begin your order negotiation process in three months. This allows you enough time to utilize all available resources for your next set of orders. For example, if you are stationed on an FDNF (Forward Deployed Naval Forces) ship and want to COT (Consecutive Overseas Tour) you should begin the process then. This way, when you enter the nine-month negotiation window, all the preliminary requirements have been completed. If you are eligible for the GUARD 2000 program, the 12-month point is the time to start the course of action to ensure you meet all the criteria of the G2K program. This allows you to negotiate for the orders for which you are willing to guard.
2. When you enter your 10-month PRD window, your detailer will attempt to contact you by phone or you can contact him. This will establish a line of communication and personalize your detailing experience. At this time you should discuss your options for orders you would like to have. This is

*not* a negotiation point for your next set of orders - it is to discuss possibilities and a chance for the detailer to answer any questions you may have.

3. When you enter your nine-month PRD window, you are eligible to negotiate for orders. During this time you will have approximately six requisition cycles to negotiate for a set of orders. Refer to the back of the *LINK* for new requisition dates, negotiation start and finish dates and AM/PM detailing. You should always negotiate early to prevent being forced into a billet. The preferred method of negotiation is to meet with your command career counselor, who is the only person at your command that has the access and authorization to view JASS and submit JASS applications for billets available. You should consider having several options for billet priority when placing your JASS application. You can place up to five applications and list them by the priority you want. If you are at a command that does not have access to JASS, or a career counselor is unavailable, you can use the alternative method of e-mailing your JASS application requests to your detailer.
4. You will be receiving an automated seven-month PRD notification message. This message tells you and your chain of command that you have not negotiated for orders. If you fail to negotiate for orders before you are six months from your PRD, orders will be written for you in accordance with MCA (Manning Control Authority) priority requisitions.

We don't want it to get to this point. That is why you are afforded every opportunity to communicate within your chain of command and with your detailer. If you are onboard an FDNF ship and/or in different time zones on shore duty, e-mail correspondence is encouraged, and every attempt will be made to communicate with you. I look forward to serving as your detailer and hearing from each one of you soon.

*ENC(SW) Nick Teichs  
EN E6 Detailer  
PERS-402DG1*

# Sailor Advocacy, the Detailer and You

The topic of this article is Sailor advocacy. This is not a new concept for detailers; it simply means taking care of Sailors and representing them in the assignment process. Over the past several months, there has been increased effort to improve in this area.

It is important to recognize that the fundamental shape of the “detailing triangle” has not changed. The detailer’s role in Sailor advocacy is being the Sailor’s representative in a negotiation process that takes into account the Sailor’s individual desires, and balances them against the career needs of the individual and the needs of the Navy. By keeping the “triangle” in mind, I think we can all do a better job in supporting Sailors during assignment negotiations. I find it useful to break down the two competing sides of the negotiations as follows:

**Sailor Elements.** The Sailor needs support from three distinct sources. First is his or her command. The LPO, CPO, and chain of command all have a vital role to play in providing advice and counsel to the Sailor. They also serve as advocates and spokesmen to support the Sailor in each step of the negotiation process. Secondly, the Sailor needs support from career counselors (and the same folks in the chain of command above) to ensure career progression is factored into the equation. Finally, the Sailor needs support from the detailer. Even though there may be times when the detailer cannot provide the outcome the Sailor desires, there is still an advocacy role that the detailer must play in the process. Representing the Sailor’s desires and looking for ways to say “Yes” are the unique roles of the detailer in order negotiations.

**Navy Elements.** On the Navy’s side of the process, both the gaining and losing commands have manning needs that must be considered. These needs range from the specific skills and experience required by the particular billet, to the timing of the Sailor’s arrival and/or departure and the operating schedule of the command. Even when a possible assignment looks good in terms of right Sailor with the right skills in the right place, the deal may fall apart if it is the wrong time. A good example of this might be the timing of a radio division chief petty officer’s relief. It makes little sense to execute a turnover in the middle of a CVBG deployment!

The command has several advocates in this process. Although more complex than the officer system, the enlisted distribution system relies upon the type commander, the Manning Control Authority (MCA), and EPMAC to represent the command’s needs in the equation. We in PERS-403 also play a unique roll in monitoring and controlling manning of all nuclear capable commands.

The process works well when all sides communicate. When the Sailor provides realistic and specific concerns to the detailer, we are in a much better position to look for ways to satisfy the Sailor’s needs and the Navy’s needs at the same time. JASS facilitates this significantly. The requisitions that are open on JASS represent the needs of the Navy and are listed in priority order for all to see. Every requisition at the top of the list is some placement officer crying out for relief for that billet at that command. The tricky part in the process is in balancing out the three sides of the detailing triangle.

Commands can help this process by planning objectively on at least a 15-month horizon. PRD management is a critical element to the planning process. I also strongly recommend using CPO/LPO planning letters to discuss concerns for CPO rotation in your chief’s quarters. Send these letters to us in PERS-403 and keep your ISIC informed as well. We will staff a response and work the “placement” aspects with all concerned.

Our Sailors deserve the best service possible in negotiating orders. The detailers play a critical role as Sailor advocates in the process, even when we can’t always say “Yes.” Keep this in mind as you enter into order negotiations yourself and during your discussions with your Sailors. As always, we welcome your input and look forward to working with you to negotiate your next assignment. Go Navy!

*Captain Roy H. Harkins  
Head, Enlisted Submarine/Nuclear Power Assignments  
PERS-403*

# New Chiefs, Consider LCPO at Sea

Congratulations to all of the newly selected chief petty officers! By now, each of you should be on your way to challenging positions, leading your divisions. Any new CPOs currently on shore duty should give strong consideration to terminating shore duty early to fill an LCPO billet at sea. Remember the number one consideration for advancement is sustained superior performance - at sea! Although you may do an outstanding job in your current assignment, your performance in an at-sea leadership position is what will allow you to continue to advance. Remember, you will face daily challenges as you embark on your LCPO tour, but if you utilize your chief quarters for advice and guidance, you will be successful.

In the last six months I have fielded many questions concerning the Enlisted Distribution System (EDS). In simple terms, EDS is the tool that determines how the Navy distributes its Sailors. It is what creates the requisition, which in turn generates the information found on JASS.

Manning control is the job of CSL and CSP for their respective fleets and overseas shore billets. BUPERS performs manning control for most CONUS shore billets. Each Manning Control Authority (MCA) determines the priority and number of personnel needed at each command. This decision is based in part on deployment schedules and overall manning at each command. The listings on JASS are the final result of this process. This explains why, even though a Sailor might be transferring from your command, you might not see an immediate listing in JASS.

Each JASS cycle, I develop a list of all personnel available for transfer and open the appropriate number of assignments on JASS based on the priorities set by each MCA. Each of you or your respective CCCs should use the JASS system to make your selections. Once the JASS selection period has been completed, I will make my decision and update the JASS system. If more than one Sailor applies for the same position, I review each member's service record and career history and make my choice. Remember to provide me as many choices as possible, so that I can satisfy at least one need.

In closing, I have begun to call each of you ten months prior to your PRD. Although it is too early to

actually negotiate orders, it is a great opportunity to communicate your desires and priorities. It also provides me an opportunity to inform you of the detailing process you are about to enter. You must remember that this is only an educated guess because unplanned losses occur unexpectedly. As always, I am here to help you obtain the assignment you most desire, but I must meet the needs of the Navy as well. Please don't hesitate to call or e-mail me with your questions. Aloha and mahalo!

*EMCM(SS) Ben Ray  
Submarine Nuclear CPO Detailer  
PERS-403CD*

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## Submarine EMs: Take Initiative

I would like to take this opportunity to congratulate all of the recent promotions to third class, second class, first class and chief petty officer! Well done! For those who passed the exam but were not advanced, keep charging. Advancement quotas have been steadily getting better and should remain as good or better in the future. Take a look around at the Sailors who were promoted and see what they have done that you may need to do. Always look for those difficult and challenging job assignments along with command collateral duty responsibilities that allow you to demonstrate leadership, show that you are ready for the increased responsibility, and have the initiative to be promoted.

Nuclear instructor duty at NPTU, NFAS, or NPS is one of those challenging jobs and is a top priority for shore duty. Perhaps you would be interested in doing something unique such as the deep submergence submarine NR-1. If you have at least three years at sea and less than 12 years of service, take a look at ENLTRANSMAN 5.11 which lists the requirements for assignment aboard NR-1.

Consider a tour in Guam. Take advantage of the

*Continued on next page*



# MM - Consider NR-1 or NPTU

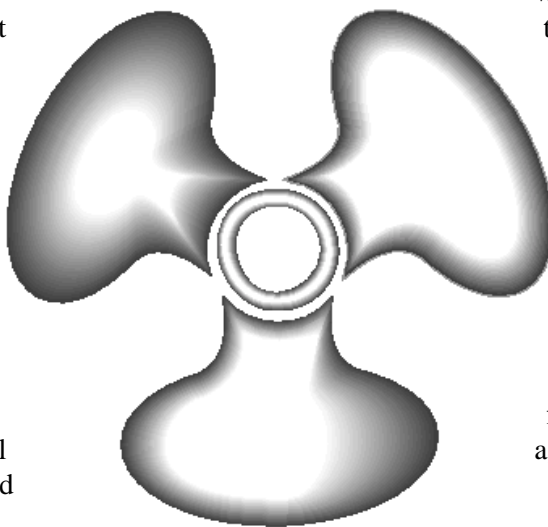
Over the past few months, many of you have received a phone call from me when you were 10 months from your PRD. I really enjoy calling you and providing the information needed to make an intelligent decision about your next career-enhancing assignment.

For those of you that are not in my scope to call, I would like to discuss some enhancing and career-building assignments.

NR-1 will have a billet available next year for a top performing MM1. I am looking for this MM1 to have between five and 12 years of service, three years of sea duty, be qualified and standing EWS/EDPO, and be in the top half of both nuclear power school and prototype. If you are qualified EOOW at NPTU, this is an excellent career-enhancing move.

If you would like to waive sea time for a shore tour, it is possible to rotate to NPTU at the 36-month

point and nuclear field "A" school at 48 months, provided you successfully screen for these assignments. Send me your NAVPERS 1306/7 and your last two sets of evaluations 12 months



prior to when you want to rotate, and I'll do the rest!

From time to time I have

billets available that might be hard to find on JASS. Give me a call, and I'll fill you in on these billets.

Finally, I would like to welcome aboard MM1(SS) Nystrom from USS MIAMI (SSN 755). He reported in August and will relieve me in October 2001 as I transfer to PCU TEXAS (SSN 775). It has been a great pleasure serving you these last two years. I hope you'll give MM1(SS) Nystrom the courteous and kind reception you gave me when I took this assignment. I'm sure he will do great things for our community with your help. And to all of you, I hope for fair winds and following seas until we meet again.

*MMC(SS) Mike Martin  
Submarine Nuclear MM E6 and  
Below/Welder Detailer  
PERS-403CG*

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### ***Submarine EMs: Take Initiative, continued***

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opportunity to experience a beautiful island paradise and a diverse culture. Starting next year, we will be manning three submarines and a submarine squadron home ported in sunny Guam. For some good information about Guam, I recommend the web site [www.guam.navy.mil](http://www.guam.navy.mil).

I have just completed the manning for the second VIRGINIA class SSN, USS TEXAS (SSN 775). The next ship of this class, USS HAWAII (SSN 776), is presently scheduled for initial

manning in the summer of 2003. Send me your requests for initial manning.

Navy life is getting better every day! In the last year we were able to raise NMP for EMs on SSNs to 14 and have now raised NMP for PO1s on SSNs and SSBNs to three. This is a result of more of us deciding to "Stay Navy." As manning and seniority continue to rise, quality of life will improve, as well as opportunities for professional growth. Take advantage of these times to enhance

your career so that you will stand out when it is time to be promoted. Talk with your LPO and CCC early to let them know your goals. Set a plan to achieve success. As always, feel free to call or e-mail me with your questions or concerns. I look forward to talking with you and discussing your options for the future. I wish you and your families a happy and safe holiday season.

*EMC(SS) Mike Bahler  
Submarine EM (3354/3364) E4-E6 Detailer  
PERS-403CF*

# Submarine Nuclear ET

Congratulations to all the new chief petty officers! The rest of us first classes may benefit by comparing ourselves with those who are now chiefs and making the appropriate course corrections. Good luck to the ET2s and ET3s who just took the September advancement exam. Be ready to put on your new crow and step up to the plate. It is your job to fill the holes made by our new chiefs.

This month starts the design school for the commissioning crew of USS TEXAS (SSN 775), second of the new VIRGINIA class submarines. The commissioning crew will learn the design-based theory surrounding the propulsion plant's construction and operation. What an incredible opportunity! They are charged not only with delivering a seaworthy craft, but also training the next cadre of SSN Sailors as well.

Junior, submarine-qualified Reactor Operators (RO), as well as more senior Sailors, are needed to fill these challenging and rewarding billets. The tour length is based on getting the ship built, put to sea and through sea trials. This is roughly a five-year commitment. The breadth of experience you develop on this tour will make you a better RO. At the current rate, one new submarine is manned up each year. This means PCU HAWAII will be manning up in 2003, and crew selection will occur in 2002. If new construction duty interests you, finish your qualifications, train your relief, even if he's the new guy still working in the galley, and get me a 1306/7. More details will follow in my next article in January 2002.

If new construction is not your bag, yet you hunger for a challenge, then try out for NR-1! It's challenging and like nothing you will ever get to do again, ever! This job is open to hard-charging PO1s and PO2s with at least three years of sea time, no more than 12 years of service, strong academic performance in school and a history of strong performance at sea. Qualification as EWS is a must and qualification as EOOW is preferred if you are coming from a prototype. A strong command endorsement is critical for successful screening. The final phase of the screening involves level of knowledge interviews at Naval Reactors Headquarters in Washington D.C.

For Sailors who are at sea in Hawaii, La Madellena, or Guam (or are interested in going there) -

are you aware of the Overseas Tour Extension Incentive Program (OTEIP)? OTEIP grants one of several entitlements in exchange for a 12-month extension beyond the normal DOD area tour. Entitlement options include:

- \$80.00 per month extra pay,
- 30 days leave (not chargeable as regular leave), or
- 15 days of non-chargeable leave and a round-trip ticket for the Sailor to the point of debarkation in the continental U.S.

Following this extension period, you may opt to re-OTEIP for another 12-month period and again receive one of the above entitlement options. Once an OTEIP extension has been executed, the door is closed to other options that would normally shorten our sea tours (i.e., nuclear instructor duty at one of our NPTUs). If you're interested in OTEIP, I strongly encourage you to ask me or your CCC about it.

Another benefit program for overseas duty, which should not be confused with OTEIP, is the Consecutive Overseas Tour (COT) program. You are eligible for COT *after* you complete one full DOD area tour (three years for Hawaii and two years for Guam and La Mad) followed by another *full* DOD area tour (minimum). COT benefits are full travel expenses for the Sailor and his command-sponsored dependents from the duty station to the home of record and back (the leave comes out of your leave account). This program also works for Sailors returning from the tender in Guam to a submarine in Pearl Harbor (or vice versa). You may take this leave travel anytime within a year after you report to your new overseas command. But if you traverse CONUS at any time while executing your orders (i.e., from La Mad to Pearl Harbor), you must take your COT trip then because you won't get two free trips home. Again, you should see your CCC for more details. Please call, e-mail, or write me if you have any questions.

*ET1(SS) Wayne Bixby  
Submarine Nuclear ET (3353/3363) E4-E6 Detailer  
PERS-403CE*

# ELT/RADCON - Train Your Relief

Congratulations to all of you selected for advancement to chief petty officer! Your hard work has paid off. As for the rest of you, keep those eyes on target and it will come. What sets a first class ELT apart from other ELTs? Sustained superior performance at sea, involvement in machinery division and the ability to train your junior ELTs to do the LELTs job.

At the top of my list, I have openings for hard-charging Sailors for NR-1 duty. This is a tough assignment to get selected for, but once selected, the rewards are numerous. Let's talk!

With the increase of personnel that have enlisted in the Navy and the retention of Sailors, the NMP for E6 ELTs for 688-class submarines has

changed from one to two. The inventory of E6 ELTs does not currently support the manning of two E6 ELTs on board every ship.

However, as inventory becomes available, I will start to fill those vacancies. SSN 688-classes will still be manned with six people, and Tridents will be manned with five people, one being an E6.

As I mentioned in the first paragraph, one of the most important jobs of the LELT is to train the junior guys to become the LELT. Occasionally, I get a call from a command that feels the junior first class is not ready to be a LELT and they need another first class. LELTs, work with your Sailors to train your

relief! Is your next senior ELT ready to be your backup LELT? If you are a second class ELT, be ready to assume the role of LELT at any time.

On a slightly different note, NRMD Hawaii and New London are the hot fills for shore duty options. Assignment to an NRMD allows you to attend the radiological controls technician course. Both areas offer ample opportunity to pursue college education and numerous other off-duty activities. Call me and let me know how I can help you!

*MMC(SS) Jim Hargrove  
Submarine ELT/RADCON Detailer  
PERS-403CH*

# ET - What Are Your Career Intentions?

First, I would like to congratulate those of you selected for advancement to chief petty officer. Your hard work and dedication have paid off! For those of us who did not make chief petty officer, remember, sustained superior performance continues to be the key.

I would like to start by asking you some questions. What are your career intentions? Do you consider yourself a careerist or someone who is living from reenlistment to reenlistment? Have you set goals for yourself while in the Navy or achieved the goals that you have set? Do you have a college degree? These are all questions that each and every one of us has asked ourselves before. Although I don't have the answers for you, I can make serious suggestions concerning your

enlistment in the Navy.

One suggestion is to think about what you have gotten out of the Navy and if there is anything else you could achieve. A college degree and professional development would be examples of answers to this question. Shipboard life is challenging and may not give you the opportunity to work on time-consuming evolutions like a college degree. Colleges at the Nuclear Power Training Units (NPTU) at Ballston Spa, N.Y., and Charleston, S.C., afford you the opportunity to work on your degree while developing professionally. All selection boards look extremely favorably upon a successful tour at one of these sites, and you can reach the goals you have set out to achieve.

Think about your next assignment early and communicate it

to me. The more I know about your goals, the better I can work for you. I'll call you 10 months before your PRD to discuss your goals and concerns. We can start talking about options and try to marry those goals with the jobs available.

Lastly, do not burn bridges during your time in the Navy. You may be planning on getting out, but keep thinking about and doing the things that will help you develop professionally. Before you decide to get out, call me! I can get you to stay Navy! Just remember to be realistic in your request. The worst thing that can happen is that I say "No," but if you ask, I just might say "Yes!"

*ET1 (SW) Robert L. Young  
Surface ET E6 & Below Detailer  
PERS-403CI*

# You Just Made Chief. Now What?

My most sincere congratulations to all newly selected chief petty officers! Your sustained superior performance and hard work has paid off! Now is the time to make plans for adding a star (or two) to that anchor. Have you served as an instructor at NPTU, NFAS or NPS? Are you working on completing your bachelor's or master's degree? All can significantly increase your chance of putting that star on your anchor and help you reach your goals following naval service. I am looking forward to talking to every one of you as you strive for new responsibilities and

challenges.

Keep in mind, as you progress in rank, the number of available billets becomes smaller. Additionally, assignment options may fluctuate when board results are released since each sea and shore command's manning picture changes with their promotions. In some cases, it will be necessary for you to transfer to another command. If your ship has an excess of CPOs, expect to transfer to a ship that has a gapped CPO billet. I want this transition to be as painless as possible. The key will be communication between us.

Remember, the closer you

are to your PRD, the more your options are reduced for assignment. With the new detailing tools of the 12-month message and the detailer initiating 10-month contact, we should be able to maximize your options. Stay in touch. I will be able to help you better if you let me know your desires early on. Requisitions are driven by manning and change constantly. Keep in touch so that when a desirable billet becomes available, I can say "Yes."

*MMCS(SW/SS) Brad Ross  
Surface Nuclear CPO Detailer  
PERS-403CJ*

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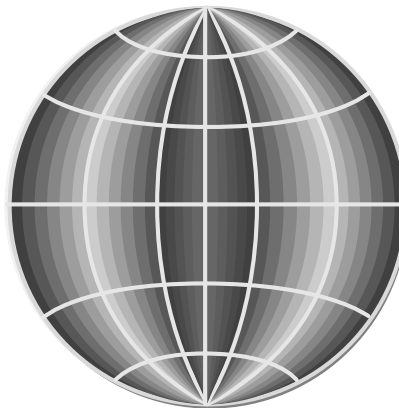
## Surface Nuclear EM - Career Planning

Congratulations to all the newly selected chiefs. This milestone is no doubt a culmination of many years of hard work and consistently strong performance. You are to be commended.

Having served as your detailer for over two-and-a-half years, I must say the experience has been extremely challenging and rewarding. However, one thing continues to trouble me. As I interact with the Fleet, it's apparent that there are too many individuals who lack definite career goals. If you fit this mold, you need to sit down with your department career counselor and division chief and map out concrete career milestones. This effort will prove to be very

valuable in your continued naval career or in a civilian career.

One of the best duties for career progression is nuclear instructor duty. It will enhance your Navy career as well as bolster your resume for your



future civilian career as well. One of the best locations is NPTU

where you can attain advanced qualifications such as engineering watch supervisor and possibly engineering officer of the watch. I understand that not everyone will screen for nuclear instructor duty, but you owe it to yourself to put in for this highly rewarding duty.

Finally, I am still looking for someone to relieve me in April of 2002. If you are interested in another highly challenging and rewarding job, give me a call or e-mail to find out the requirements. Remain focused, stay busy, monitor your professional progress and, as always, keep in touch.

*ETC(SW) Frank Emerick  
Surface Nuclear EM Detailer  
PERS-403CK*

# Make an Impact as Instructor

This will be my last article as the instructor detailer. I am moving over to relieve EMCM(SW/SS) Kilian, who has transferred to USS GEORGE WASHINGTON (CVN 73). EMCS(SW) Ray Patey, reporting from USS ABRAHAM LINCOLN (CVN 72), will relieve me as the instructor detailer.

A tour as a nuclear instructor is a fantastic way to strengthen your resume as you continue to improve your record. Among the many opportunities that are available upon completion of an instructor tour are master training specialist, advanced qualifications (EWS, EOOW),

leadership positions (crew chief, section advisor), education opportunities (Bachelor's and Master's degrees), and diversity of tours. Once again, take a tour as an instructor, and you'll better yourself and impact the quality of the personnel we have in the Fleet.

Many people call asking what can they do to improve their chance to screen for instructor duty. First and foremost, be involved in the training of others. Develop and give training. Supervise an integrated plant walkthrough. If you are junior, be designated as a qualification end of card/board signer. And most

importantly, ensure that all of this is documented on your evaluations and endorsements. Establish and sustain superior performance. Finally, advanced qualifications can help improve the strength of the package. Qualify out-of-rate watch stations and watch supervisor.

The push continues to select the best for our most challenging positions. I challenge you to be one that makes a difference!

*EMCS(SW/AW) William DeSelms  
Nuclear Instructor and Support Detailer  
PERS-403CL*

# Machinist's Mate Auxiliaryman E6-9

Congratulations to those individuals selected for advancement to chief petty officer. Your selection is evidence of your sustained superior performance.

"But senior, I don't want to go to XXXXX, can't you release me to shore special programs?" Each release for assignment is handled on a case-by-case basis; however, all assignments are made on billet availability and priorities. My first responsibility as your detailer has to be to our community, which encompasses all of our sea billets (tenders included) and auxiliaryman shore duty billets. After these areas are addressed, or the priority for

assignment to shore special programs increases, then personnel may request to be released through the submission of a 1306/7.

There are steps you need to take when completing career review boards and finding that several of your guys are getting out. When they are within one year of EAOS and have not changed their minds, send a PRD change request to match the PRDs to the EAOSs to prevent gapping billets. Not doing this could place you in a potentially bad position, especially if your ship is getting ready to deploy. The transfer window also provides additional flexibility by allowing rotation three

months prior to or four months after PRD. In addition, requests to extend on sea duty also need to be submitted using these same guidelines, otherwise, the billet in which a Sailor wants to extend is being offered to someone rolling from shore duty.

**3M coordinators.** 3M coordinator billets are available for all submarine rates. Remember that you must be released from your rating detailer prior to applying for a billet.

*MMCS(SS) John S. Stapleton  
MM(AUX) E6-E9/3-M Coordinator Detailer  
PERS-403CM*

**LINK E-mail address: [link@persnet.navy.mil](mailto:link@persnet.navy.mil)**

# Submarine MM Auxiliaryman E1-5

I am happy to report that the auxiliaryman community has experienced a turnaround in the past year. The number of E1-E5 auxiliarymen wanting to serve aboard the overseas tenders now exceeds the number of billets available. This was not the case last year. Additionally, several Sailors have elected to extend their overseas tours. I never would have expected this to occur, but I am profoundly grateful. I would like to see this kind of response to the demand for auxiliarymen at NSSF New London

and Ship's Intermediate Maintenance Activity, Norfolk. I am seeking personnel to fill crucial billets at these facilities and will entertain any reasonable offer to compensate volunteers.

Another issue that has cropped up repeatedly in the recent past is GUARD 2000. This program enables the detailer to waive up to 18 months from a Prescribed Sea Tour(PST) in exchange for a 72-month reenlistment; 12 months from PST for a 60-month reenlistment; and six months for a 48-month

reenlistment. The negotiation should occur within six to nine months from EAOS. Understand that upon successful completion of negotiations, orders will be written stipulating you obtain the required amount of obligated service.

If you have questions or concerns, I am here for you. Do not hesitate to contact me.

*MMC(SS) Farmer  
Submarine MM(Aux) E1-E5 Detailer  
PERS-403CN*

## Surface MM/ELT Detailer Split

It's official. I'm MMC(SW) Goodman, the new surface nuclear MM detailer. I would like to take this opportunity to tell you a little about myself. I just completed a very rewarding second tour aboard USS ENTERPRISE (CVN 65), and prior to that, I was assigned to USS HARRY S. TRUMAN (CVN 75). I would also like to welcome aboard MM1(SW) Hogan, the new surface ELT detailer. We are both excited about this chance to serve you.

The purpose of this article is to explain the detailing process and how prior planning can make it work best for you. At the 10-month point

prior to your PRD, I will be contacting you. At this time, we will discuss opportunities for your career enhancement and compare them with your career goals. I will advise you of any required screenings and/or prerequisites. At the nine-month point, the window for me to write orders is open, so it is imperative that we continue to converse. By the six-month point, we should have you under orders. If, for some reason, I haven't contacted you at your 10-month point prior to PRD, please call me, and we'll get the process started. My mission is to put the right people in the right places,

keeping the needs of the Navy and the individual in mind.

For all first-term Sailors at sea, keep in mind that up to 18 months of your prescribed sea tour can be waived for assignment to NPTU. Instructor duty is a rewarding and effective opportunity to advance your career, so if you are interested, you can send in your 1306/7 at your two-year point onboard. Please contact me if you have any questions.

In closing, I would like to congratulate all the new chiefs and wish you the best as you continue your naval career.

I look forward to working with you in the future.

*MMC(SW) Benny Goodman  
Surface Nuclear MM Detailer  
PERS-403CR*

*MMC(SW) Jim Hogan  
Surface Nuclear ELT Detailer  
PERS-403CT*

## Earn a Commission

See OPNAVINST 1420.1 to apply for all officer programs.





# Submarine ET Non-Nuclear

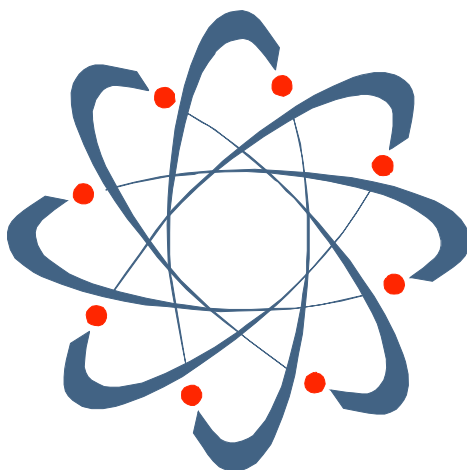
Congratulations to all our newly selected chief petty officers. Welcome to the CPO mess! As you reflect on what got you here, you can be rest assured that one thing is consistent across the board: sustained superior performance and dedication to excellence. Now a new journey begins. As the chief, it is your responsibility to lead our future leadership on the right path. Be proud of this responsibility, for it is the primary reason you were selected to your new rank. You have proven that you have the ability to lead others.

Now, we would like to present to you a quick-reference guide to help you negotiate for your new assignment by following these three easy steps.

1. Review JASS about 12 months prior to your PRD. This will give you an idea of what types of jobs will be available when you enter the negotiation window.
2. At the 10-month point, you will receive a call from your detailer. He will discuss with you future assignment options; however, the actual negotiation process will begin the following month. Take this opportunity to update the detailer on other matters such as a change in family status or future career goals. Lastly, when on this step, ensure you have a location in mind where you would like to be

stationed. Having this information available will allow for a more productive discussion.

3. Review JASS closely when applying for a job. We have received many questions asking, "What jobs listed on JASS am I qualified to apply for?" We ask that that you read the detailer comments section of JASS, which will list the specific skill required for each ET billet. If you still have questions regarding the application, call us.



The last item this issue is to address is the navigation "C" school. Here are some quick facts and data:

**SSBN "C" School (14SM/14XM).** Because of the numerous 14SM/14SM sea duty billets, graduates of the 14SM/14XM "C" school can expect to return to sea for a minimum of two years

regardless of his current sea duty counter.

**SSN "C" School (14NM).** I have a few empty seats for each class and on a case basis I will allow Sailors to apply for this school and then rotate to shore duty with no obligation to return to sea. You will not be eligible for a "STAR" reenlistment with accelerated advancement unless you reenlist for a minimum of five years, but for a four-year reenlistment you get the school and a follow-on assignment to shore duty, provided your prescribed sea tour was previously fulfilled.

To close, before you decide to separate from the Navy, talk with your detailer. He may be able to find the one job that will keep you in the Navy. It's our job, and we're more than happy to do it!

*ETCM(SS) Rick Marlinga  
Nav/Comms CPO Detailer  
PERS-403DC*

*ETC(SS) Chris Gamblin  
SSN Navigation E1-E6 Detailer  
PERS-403EC*

*ETC(SS) Karl Sjogren  
Comms E1-E6 Detailer  
PERS-403ED*

*ETC(SS) Ronald Brooks  
SSBN Navigation/SWS E1-E6 Detailer  
PERS-403EK*



# MT - Opportunity Comes from Change

In the last *LINK* article, we discussed change and the opportunity it brings. Well shipmates, in this article, I will expound on a couple of developments taking place and what it means to us.

As most of you have heard by now, two SSBNs will be converted to SSGNs. This sounds like an opportunity to me! The details are unfolding as we speak, and as they become available, I will pass on to you what the conversion will mean for us as MTs. Two words stand out in my mind at this point: Opportunity and Challenge.

The other item I would like to address is the new 3312 Navy Enlisted Classification (NEC). As most of you know by now, Bangor has always been the site where we sent MTs who hold the 3310 NEC and King's Bay the site for MTs with 3311. That being the case, many of you were left with a false sense of security that you would remain in a certain area throughout your career. I want to bring truth to this myth. With the first two boats in Bangor now being converted to D-5, coupled with the two boats

that will soon be changing home port from King's Bay to Bangor, all MTs will eventually be deployable on either coast. This is a challenge that we will all face soon, and, as your detailer, my first concern will always be for the Sailor, their professional needs and personal desires. However, there exists a great possibility that many of you will have to move. So if we all accept this as a fact of the career we have chosen, then we have the ability to make this transition much easier.

Lastly I would like to take this opportunity to wish Senior Chief Muir "Fair winds and following seas" as he departs Navy Personnel Command for a challenging tour at Defense Threat Reduction Agency in Washington, D.C. Good luck, I hear the traffic in D.C. is very light!

*MTC(SS) Gene Chattin  
MT Detailer  
PERS-403DE*

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## MM(Weaps) - Reenlistment Options

First, I would like to congratulate our new chief petty officers and welcome each of you to the CPO Mess! Want some encouraging news? CPO advancement opportunity was 48 percent this cycle. What does this tell you? First, advancement to chief petty officer continued on the upswing. Second, new chiefs mean a bright picture for E4 through E6 advancement opportunity. So, to you E6 and below personnel, I say, "Study hard." You're our future as well as our reliefs!

Now, let's talk about JASS. Many of you have reported confusion while accessing JASS. Some of you are having problems with breaking out our rate from the auxiliary or surface Machinist's Mates, as well as tracking primary and secondary NECs. Here is some information that will clear up the confusion:

- To access the MM(Weapons) community in JASS, you should type 3702 in the Rating Control Number (RCN) block of the JASS

application, or use the arrow to select that RCN. You should also ensure that you highlight SUBSEA or SUBSHORE.

- NEC 4232 - Non-designated personnel who took the MM Weapons third class examination, were advanced to MM3 and are not MM Weapons "C" school graduates are awarded the 4232 NEC. These personnel who are first termers (less than 6 years) can STAR reenlist for MM Weapons "C" School or the MK-48 Heavyweight course (NEC 0750) and be advanced to MM2 upon graduation. Your request for STAR reenlistment must specifically state, "Request to STAR reenlist for NEC \_\_\_\_\_ (use 4233 or 0750) course of instruction (COI)."

*Continued on next page*

# FT - Leadership Challenges Await Newly Selected Chiefs

Congratulations to all of the newly selected chief petty officers! By now, each of you should be on your way to challenging positions leading *your* division. Any new CPOs currently on shore duty should give strong consideration to terminating shore duty early to fill an LCPO billet at sea. Remember, a very strong endorsement for advancement is sustained superior performance at sea! Although you may do an outstanding job in your current assignment, your performance in an at-sea leadership position is a key ingredient for future success in the Navy. You will face daily challenges that at times may seem insurmountable in your LCPO afloat tour, but if you utilize the chief

quarters for advice and guidance, you will be successful.

On another note, there are still a few of you saying that you can never get in touch with me or that you always get the answering machine. Some friendly advice: If you get an answering machine, I am probably on the other line (I average two phone calls simultaneously with one on hold). So if the answering machine prompts you to leave a message, please leave a message. I will return your phone call - I always have and will continue to return phone calls. Ensure that you leave both your home and unit phone numbers.

While on the subject of transition, I want to discuss a new twist in our communication efforts here at Navy Personnel Command. Many of you are aware of the communication initiative in which you receive a phone call or e-mail from your detailee 10 months prior to your PRD. The purpose is to get you thinking about your next assignment. The actual negotiation period is nine months prior to your PRD; however, the 10-month contact is an ideal opportunity to discuss what you want to do next in your career. Also, we can discuss other pertinent information such as a change in family status or any special situations that may affect your next assignment. The 10-month contact also provides me an opportunity to inform you of potential assignments based on projected transfers and losses.

If you have any questions regarding 10-month contacts, contact me, but as always, feel free to contact me anytime. As your advocate, your questions are my concerns.

*FTCS(SS) Stanley Cox  
FT Detailer  
PERS-403DG*

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### ***MM(Weaps) - Reenlistment Options continued***

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- NEC 4233 - If you graduated from the MM Weapons "C" school (Submarine Weapons Delivery Systems), 4233 is your primary NEC. As of the writing of this article, first-term personnel who graduated from the MM Weapons "C" school can STAR reenlist and be advanced to MM2.
- NEC 4235 is awarded to graduates of the VLS Tube Maintenance BSY COI (CIN 1-123-0207). This course is taught at Pearl and Groton.
- NEC 42XX - This NEC will be determined within the next year and will be awarded to graduates of VLS Tube Maintenance CCS COI (CIN A-123-0210), also taught in Pearl and Groton.

As always, I am here to support you, so feel free to call or send an e-mail. Stay Navy!

*MMCS(SS) Rodney Arnold  
MM(Weapons) Detailer  
PERS-403DF*

# STS - Consider Instructor Duty

Congratulations to all the newly selected chief petty officers. Well done and welcome to the goat locker!

There are a few things I would like to discuss in this LINK article. At the top of the list is shore duty. Not just shore duty, but instructor duty. You have probably heard me address this issue in the past, but it's worth repeating. We need instructors at Naval Submarine School in New London, Conn. Now, I don't know how you feel about instructor duty, but hopefully by the end of this article I can convince some of you to consider this as a career option. Instructor duty is the perfect opportunity for motivated individuals to prepare the next generation of sonarman, and offers a unique opportunity for "the best of the best," to demonstrate leadership. There are several advantages to doing a tour as an instructor. First, you are training and

developing our future leaders, and, second, you can qualify as a master training specialist. Third, it's a great opportunity to gain some formal education. All of these are very good reasons to consider a tour as an instructor in the near future. It's challenging, it's fun, and it's rewarding.

Speaking of training, schools and advanced schools, let's talk about specialized skills (or in other words Navy Enlisted Classification Codes (NECs). Whether you're a junior or senior sonarman, one thing you should assess is your current inventory of skills and how they rate with the new systems out there in the Fleet. The ARCI, BSY-2, and VIRGINIA class system training should be what you all consider before rolling back to sea or when reenlisting. Those of you working in special program assignments, such as physical security

or recruiting duty, should also examine this course of action. The ASE or STLCPO courses are great training courses that will prepare you for entering the at-sea environment again.

The last thing I want to discuss is communication. Communication is the key to a successful order negotiation process. Review the billets on JASS with an open mind and be willing to take the hard jobs. Address your concerns to Petty Officer Bearden or me and let's talk. The better we communicate, the better you will feel about taking your next assignment.

*STSCS(SS) Jimmy Duvall  
STS E6-E9 Detailer  
PERS-403DH*

*STS1(SS) Norman Bearden  
STS E1-E5 Detailer  
PERS-403DL*

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# YN(SS) - Career Planning

Congratulations to all our new chief petty officers. Your hard work and dedication have paid off. Well done, shipmates!

As your detailer, I receive numerous calls addressing common issues across the board. For this LINK article, I have decided to publish some frequently asked questions that I hope you find useful. Please share this information with our shipmates, so we can get the word out. Some frequently asked questions are as follows:

**Q: Having just made chief, senior chief or master chief, where do I go from here?**

**A:** Expect to complete your current tour before transferring.

Advancement does not exempt you from your sea/shore rotation, nor in the case of YN(SS) will it prevent you from completing your current tour (in most cases). Our current rotation is 48/36 for E4 and below, 36/36 for E5 through E9.

**Q: Will you release me for assignment outside the submarine community?**

**A:** This is a question I am faced with almost daily. First and foremost, I must fill the YN(SS) submarine jobs. The reality of the situation is this: Though we are healthy at sea, we are experiencing significant shortfalls ashore, and I must fill those jobs. That said, submarine yeomen are not

currently being released for assignment outside the submarine force. As I work to fill our shortfalls, I will explore the possibility of assignment outside the submarine force in the future; however, as it stands right now, I will need you in the force. Let me assure you that we have plenty of challenging assignments to go around, and there are lots of opportunities to excel. This brings me to my next question.

**Q: What are considered career-enhancing billets?**

**A:** The best way to answer that question is this: Keep a diversified portfolio. Do not place personal limitations on yourself; be willing to

*Continued on next page*

# MS(SS) - Diversify and Communicate

My first order of business is to congratulate all you new chiefs out there, so CONGRATS! Feels good, doesn't it? Welcome to the chiefs' mess, shipmates.

For those of you who don't know me, I am your new detailer, MSCS(SS) Bryce Wilson, reporting from Navy Food Management Team, New London, Conn. My previous sea assignments include USS O'BANNON (DD 987), USS TECUMSEH (SSBN 628) (GOLD), USS BALTIMORE (SSN 704), and USS BATON ROUGE (SSN 689).

I mention my career history for a reason. Did you take notice of anything? Diverse and challenging assignments at sea are key to your success. Let me also mention that two challenging shore assignments didn't hurt. You will hear me mention diversification a lot during the next three years. It's a concept that I believe in, and despite the changing environment of the Navy, it's a concept that has stood the test of time.

Lastly, I want to discuss sea duty. Quite simply, I need you there. If you're on shore duty, you can expect to go to sea. I will continue to work with each of you to balance the picture, but look at this from a proper perspective, keeping in mind my last paragraph. As you enter your nine-month negotiating window, watch JASS closely. Remember, when viewing JASS, we are category SUBSHORE and SUBSEA.

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### *TACAMO, continued*

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"get around." One thing I notice is that many try to lock themselves into one geographic location hoping to move from billet to billet in a certain area. Well, shipmates, that's career suicide. We have some good jobs available to us as submarine yeomen, and, of course, there is a big world out there. Experience both. The bottom line is this: Perform well in a variety of assignments, be willing to take the hard jobs and maintain an equitable mix of sea and shore assignments. Lastly, regardless of the job, you must perform, and perform well. That fact, above all, will demonstrate your flexibility as a yeoman and a leader. I ask that you work with me as we shape your career. I am here to work for your success.

If you have any questions about your career and possible assignment opportunities, don't hesitate to call me.

*YNCS(SS) Wade Reynolds  
Submarine YN Detailer  
PERS-403EF*

Without checks in the appropriate blocks, you will not see the submarine MS jobs. Keep me informed of your individual desires as we work together to meet your needs and the needs of the Fleet. I look forward to talking with each of you.

*MSCS(SS) Bryce Wilson  
Submarine MS Detailer  
PERS-403EG*

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## Loss of Sub Pay

Continuous Submarine Duty Incentive Pay (CONSUBPAY) is paid to submarine designated personnel who remain in submarine duty on a career basis, which is defined as serving on board submarines on a normal sea/shore rotation. Those personnel who convert to non-submarine source rates or NEC are changed to a submarine designator 7(SG) effective on the date of the rate or NEC change. A change in submarine designator to other than 1(SS) or 2(SU) automatically stops CONSUBPAY.

Personnel in specific types of duty (flag mess, CMC program, etc.) are no longer considered to be serving on submarine duty on a career basis. The maximum time away from submarine duty is five years in accordance with the ENLTRANSMAN Ch. 5. PERS-403F and the Subpay Monitor (DCNO N133D3) routinely monitor the file of enlisted submarine designated personnel to determine those who will exceed five years from having served on board a submarine, regardless of Total Operational Submarine Service (TOSS), or having met and/or exceeded 12 or 18 year gates. Note that PERS-403F looks at each case individually and takes into account time served in a submarine support billet (TYCOM, group, or squadron).

An individual determined to be five years from submarine duty will be assigned submarine designator 5(SQ), which stops entitlement to CONSUBPAY.

Personnel who lose CONSUBPAY entitlement in the above category who are subsequently assigned to a direct submarine support billet at a TYCOM, group or squadron may be reassigned a submarine designator 1(SS), and if submarine ride time is met, be entitled to OPSUBPAY.

*Mr. Judd Stafford  
PERS-403F*

# SK(SS) - Training and Education, It's Out There

As a detailer, I often talk to you about assignments, special programs, and job location. However, one thing I rarely talk about is training, hence the subject of this article.

Training is an ever-present part of our naval careers. On-the-job training is the most effective way to develop and hone your skills as submarine storekeepers. Like they say, "Nothing beats experience." As you look around at your current assignment, look for opportunities to train. If you're a senior SK(SS), it is your responsibility to develop a formal training plan to ensure that the skills of your juniors, as well as yourself, are up to par. Never miss an opportunity to train if it presents itself.

What about advanced training? One advantage of being in the Navy is that there are opportunities to pursue advanced training. Take a look at the submarine storekeeper "C" school and seriously consider attending that course of instruction in your career. There are several reasons that advanced training is not only beneficial, but also attractive. One reason I can think of immediately is applying for a "C" school via the STAR program. Sound good? Interested? Contact your command career counselor or myself for details.

I would like to congratulate all the new chief storekeepers! For you, as well as myself, there couldn't be a better feeling in the world. On that note, let me speak to those moving through the ranks to take our place.

Below are some quick pointers that will help you plan to be competitive for promotion, while expanding your portfolio:

- Seek demanding duties.
- Demonstrate responsibility through collateral duties. Do them well.
- Qualify as chief of the watch/diving officer of the watch.

- Pursue education and self-improvement.

Last but not least, if you are a seaman and desire to strike SK(SS), BUPERS approval is required. Again, talk to your command career counselor for specifics or give me a call.

*SKC(SS/DV) Steven Chmielewski  
Submarine SK Detailer  
PERS-403EJ*

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## AE - New 8800 NEC, Maintenance/Production

The Navy has established a new NEC designed to identify chiefs and senior chiefs with extensive backgrounds in aviation maintenance. The 8800 NEC became effective with the July 2001 NEC manual update. This NEC will be awarded to chiefs and senior chiefs who have been actively working in maintenance and will be a prerequisite for the 8300 NEC.

The NEC will be course mandatory after Oct. 1, 2002. Prior to October 2002 the course can be waived if no school quota is available. To acquire the 8800 NEC, you must be a chief or senior chief who, while an E7 or E8, has held one or more of the following billets for a total of 12 months (in any combination). Qualifying billets are maintenance control supervisor, production control supervisor and quality assurance supervisor. Submit

documentation of completed prerequisite billet (i.e. evaluations) and course completion letter with NAVPERS 1221 to EPMAC (Code 49) via the enlisted community manager. The following ratings may earn the NEC: AD, AE, AM, AME, AO, AS, AT, AZ and PR.

Command billet files have been coded for activities that require the new NEC. Personnel ordered to those billets will have priority on available seats in the course. The course for the 8800 NEC will be taught at the following locations: Oceana, Va., Jacksonville, Fla., San Diego, and Whidbey Island, Wash. To obtain school quotas for S.E.A.M. contact your rating detailer.

*AECS(AW) Leyden  
AE Rating Lead/S.E.A.M. Quota Control  
PERS-404CE*

# AE - "C" School Still Alive

Recently, we have received a lot of e-mails and phone calls asking about AVIC-7 school and how to get it. First, it is no longer called AVIC-7, it is now Advanced Avionics Integrated Weapons System Maintenance (AAIWSM) C-1 School, and awards NEC 6701.

For those interested, here is what you need to do. First, submit a NAVPERS 1306/7 requesting AAIWSM C-1 school. You must be able to comply with the requirements listed in ENLTRANSMAN Ch. 7 for service schools and be an AE "A" school graduate. Next, complete NAVEDTRA 14139 and NAVEDTRA 14142 prior to the school. Both of these courses can be accessed on-line through [www.cnet.navy.mil/development.html](http://www.cnet.navy.mil/development.html).

AAIWSM C-1 is extremely challenging and is a great stepping stone for those of you interested in advancing in our rating. The course begins with basic

mathematics and takes you through algebra, trigonometry, and even some calculus. Once you have mastered these areas, you learn basic physics and basic electronics. After developing a sound foundation, you begin learning about circuit design and advanced electronic theory as it relates to avionics systems and computers. It is a very exciting endeavor that will prove a challenge to even the most scholarly.

There are almost always a few seats available, so if you are interested or have more questions, give us a call. All three of the AE detailers have been through the school and will be glad to answer any questions you may have.

*AEC(AW) Garvice Eakins  
AE E5/E6 Detailer  
PERS-404CEI*

# AO - Initiatives Aid Detailing

It has been a great pleasure working with all of you in the Fleet, but my relief, Master Chief Rex Overall, is here from USS DWIGHT D EISENHHOWER (CVN 69), and it's time for me to transfer as well. There have been many changes

during my tenure here, such as the Detailer Communications Program, GUARD 2000 and funded split tours for first termers. You now receive a 12-month message that includes a checklist to prepare for order negotiations, and we make every effort to contact you personally at your 10-month PRD window. The way we do business has improved, resulting in higher retention rates and increased Sailor satisfaction with the assignment process.

Navy Personnel Command implemented these changes to help you, but ultimately the responsibility to explore your career options lies with you. The more knowledgeable you are, the easier the assignment process will be for both you and your detailer. Work closely with your command career counselor, and do not hesitate to contact your detailer for clarification on any issue you do not understand. All of you stay safe and take care of each other.

*AOCM(AW/NAC) Joe L. Oswald  
AO E7-E9 Detailer  
PERS-404CR*



**PROUD TO BE NAVY**

# AT - SRB Remains High

Congratulations to all the new chief petty officers. This year's selection was as intense as ever. For first class petty officers not selected, now is the time to start preparing for next year's cycle. Order your microfiche and screen your record for accuracy and completeness. Also, you can now see your PSR on the web. Go to [www.staynavy.navy.mil](http://www.staynavy.navy.mil) and follow the links to view your enlisted record on line. One very important point to remember is to study for the exam. You can't get your record looked at if you don't make the board. Best of luck.

### Selective Reenlistment

**Bonus.** Take a moment to review the SRB NAVADMIN 049-01. SRB levels remain quite high for ATs. Zone A is 3.5, Zone B is 2.5, and Zone C is 0.5. Take advantage of these levels now as we have no idea how long they will be this high. The NAVADMIN also states that Sailors can cancel up to 24 months of an extension to reenlist for SRB, so if you had to sign an extension previously, for whatever reason, you can cancel it to reenlist for SRB as long as the extension has not gone into effect. Talk with your command career counselor for more information.

**GUARD 2000.** GUARD 2000 is still an awesome retention initiative. ENLTRANSMAN Ch. 8 has all the specifics on the program, but in a nutshell, it works much the same as GUARD III used to work with a couple of exceptions. First termers that still have sea time to do can have up to 18 months waived as part of their GUARD reenlistment. Also, there are two times you can

use the GUARD 2000 incentive up to your 17-year mark. Before you submit your NAVPERS 1306/7, contact your detailer and your command career counselor.

**AM/PM Detailing.** The AM/PM detailing program has changed over the last several months. The focus of the program is to provide a convenient window of opportunity for Sailors and command career counselors from predominantly overseas locations to communicate with detailers. Detailers are now going to focus on making contact with specific groups of Sailors during AM/PM detailing, all while receiving your incoming calls. The groups we are targeting are Sailors within 10 months of their PRD, not under orders and stationed in overseas commands. We will try to make contact with the designated command career counselors prior to the scheduled AM/PM detailing date to give them names of Sailors with whom we would like to speak. To make contacting your detailer easier during AM/PM detailing, we established a permanent AM/PM detailing phone number in July 2001. The permanent AM/PM detailing phone number for all aviation rates is DSN 882-3692, Comm (901) 874-3692. Call collect if using the commercial number.

**Detailer Communication Program.** Lastly, we are trying to reduce the number of Sailors who reach their six-month assignment point without negotiating a set of orders. To that end, NPC has initiated the Detailer Communication Program (DCP). I won't elaborate too heavily, but

basically this is how the program works. Twelve months prior to your PRD you will receive an automated message informing you that you are approaching your PRD negotiation window. It also includes a checklist for you and your career counselor. Next, you'll receive a phone call from your detailer to touch base with you a month before you enter your PRD negotiation window. Finally, if seven months from your PRD you still have not negotiated a set of orders, another automated message will be sent informing you and your command that you only have one month left to negotiate. Bottom line, we are going to do everything we can to ensure you have the opportunity to discuss orders with your detailer. Our contact information is in LINK magazine, at [www.bupers.navy.mil](http://www.bupers.navy.mil), and on the Center for Career Development (CCD) web site at [www.staynavy.navy.mil](http://www.staynavy.navy.mil).

*ATCS(AW) Doss  
AT E7-E8 Detailer  
PERS-404CT*

*ATC(AW/SW) Ziegler  
AT E6 Detailer  
PERS-404CT1*

*AT1(AW) Garrison  
AT E5 Detailer  
PERS-404CT2*

*ATC(AW) Duncan  
AT E4 & Below Detailer  
PERS-404CT4*

*AT1(AW) Branch  
AT "A" & "C" School Detailer  
PERS-404CT3*

# AC - Quality Service Top Priority

Greetings to all. As this is my first article, let me start by saying "Fair Winds and Following Seas" to ACCM(AW/SW) Anna Gohranson. Master Chief Gohranson's dedication and top-shelf customer service had a profound impact on the Fleet. Thank you for a job well done, and best of luck at Patuxent River.

Over the next few years, I look forward to discussing issues facing our community, soliciting your ideas and thoughts on career paths, and

providing quality service to your Sailors.

Congratulations to our new chiefs! Be proud of reaching this significant milestone in your career. I charge each of you to set aside time to speak frankly with the Sailors at your command. Please discuss how important background and timing to career milestones were in your selection.

My contact information is in the LINK directory, as well as on the Internet at [www.bupers.navy.mil](http://www.bupers.navy.mil). I

realize that it can be challenging to reach me, given the number and frequency of calls and e-mails. I also realize that your orders and future career path are of the highest priority to you. I assure you that they are my highest priority as well, and I will get back to you as soon as possible. Remember, keep it safe and keep your heads on a swivel.

*ACCM (AW) Jeffrey S. Telling  
Air Traffic Control Detailer  
PERS-404DF*

# AD - Answers to Your Questions

We receive many phone calls asking questions that can be easily answered by the command/divisional career counselor. Your career counselor is a vital key in the successful negotiation of orders that are both good for you and the Navy. They report directly to your commanding officer on what their service members are considering regarding retention or separation. They also have the formula to determine if you are eligible for SRB and how much you might receive. Your CCC is the point of contact in your command for making those very important JASS applications and also 1306/7 special requests required by the detailer. So please, utilize your career counselor to the fullest extent.

Another question often asked is, "What do you have for orders?" This is the first sign that tells us that you have not contacted your CCC. You have three months to negotiate for orders when you come into your

nine-month PRD window. Get with your career counselor to see what JASS has to offer. If you do not see a billet with an NEC that you carry, you will probably need to broaden your horizon and try something new. Sometimes change is good, and trying a different platform could help you on the Navy-wide exam. However, we do want Sailors to try and use their NECs if there is a valid billet out there. Requisition priority has a big impact on billets available from which you can choose.

Yet another question that we get is, "Can I change my orders?" Once you have successfully negotiated orders with your detailer and orders have been written, you can not re-negotiate for new orders you may see on a later JASS listing. Once orders are issued, they are firm. However, in rare cases, we might have to re-negotiate for new orders (this is done in concert with the Manning Control Authority level for command manning or Fleet manning purposes),

but the detailer will contact you if this happens. When you have agreed to orders, they will be released to the location agreed on, so when you are talking with your detailer or applying on JASS for a set of orders, ask yourself, "Is this really where I want to go." Once you say yes, then that is where you will go.

Lastly, the AD detailers would like to say goodbye to ADC(AW) Palmer and AFCM(AW) Otten who are now under orders, and say hello to their reliefs, AD1(AW) Alexander from VF-41 and ADCS(AW) Merrell from USS GEORGE WASHINGTON (CVN 73). ADC(AW) Palmer's and AFCM(AW) Otten's valuable skills have helped thousands of Sailors in their transfers to the Fleet or to shore. Good luck in your next assignments.

*AD1(AW) Villalobos  
AD E4 and Below/AD "A" School Detailer  
PERS-404DG4*



# PH - Syracuse Univ. Training Offers Opportunity to Excel

Congratulations to all the new photographer's mate chief petty officers, your hard work has paid great dividends. I look forward to working with you and your Sailors. I strongly urge you to use your newly appointed position of authority and

## PR - Pride and Professionalism

The past three years have gone quickly and my tour here is almost over. In fact, my past 27 years in the Navy have gone by quickly! I'm transferring to USS KITTY HAWK (CV 63) in December, and I would like to say thanks to all of you. It has been my privilege and my pleasure to be your detailer. My relief is PRCS(AW/FPJ) John Heck. Senior Chief Heck has an outstanding record and is looking forward to being PR detailer. He'll be a strong advocate for you, and I'm sure you'll enjoy having him as your detailer. He has a wide variety of assignments and background experiences, including PR school instructor, FAILSAFE instructor/coordinator and SEAL support. Please support Senior Chief Heck as you have supported me. PR still has the highest esprit de corps of all the ratings in the Navy. Take care, and good luck to each and every one of you. PR - Pride and Professionalism.

*PRCM (AW) Larry Zavada  
PR E5-E9 Detailer  
PERS-404DM*

responsibility to make a positive impact in the lives of all Sailors.

Well, it's that time of the year again. Time to prepare your still and motion media portfolios for submission to attend advanced photojournalism/video production training at Syracuse University. The deadline for submissions is Feb. 1, 2002. Both courses are extremely challenging and will demand the very best from those selected to attend. Please follow the training links at [www.mediacen.navy.mil/vi/VITrng.htm](http://www.mediacen.navy.mil/vi/VITrng.htm) for more information regarding this very rewarding program. LT Lent from NO9C1 can also be extremely helpful if you need any assistance. He can be reached at DSN 288-5185 Comm (202) 433-5074. Please remember that all applicants must have PRDs between January and July 2002 for selection to the FY02 Syracuse schools. PRD waivers will be accepted; however, the losing command must be willing to support

the applicant's early departure. Command support usually comes in one of the following formats:

- a. The command accepts a gap in the selectee's billet until his or her PRD.
- b. The command accepts a lower paygrade substitution into the selectee's billet.

Please be on the lookout for upcoming detailer-grams that I will be sending out to our community. The detailer-grams will be sent out via e-mail, to all CPOs and officers whose addresses are currently registered with LT Lent at NO9C1. I hope to be able to provide timely information regarding matters associated with our rating and overall Navy matters that you will find useful in planning your career.

*PHC(AW/SW) Thomas Coffelt  
PH E1-E9 Detailer  
PERS-404DL*

## Aircrew - Facts and Myths

As my detailing tour comes to a close, I want to recap some of the developments in our rating from the past three-plus years. We started in June 1998, and things kicked off with the loss of the AW rate in the VS community. That summer also coincided with a recruiting push for all PRD rollers through March 1999. The VS AWs were spread throughout the Fleet, and we manned our portion of recruiting with the best Sailors

they have ever gotten.

One of my major projects during my tenure was to get the Career Enlisted Flight Incentive Pay program off the ground and through the system. I am happy to say that we are off and running with a program we should have had years ago. We can expect flight pay increases this year and into the future until the pay cap is reached in the next couple of

*Continued on next page*

# Utility Aircrew - New 8205 NEC for Rescue Swimmers

Congratulations to those advanced to chief petty officer! The journey is just beginning. I am AMC(AW/SW/NAC) Robert Hoffmann, formerly your medical waiver and aircrew designations detailee. We bid farewell to AMC(AW/NAC) Carswell, who managed our SAR and utility communities for the past three years, and wish him continued success. Also, I want to welcome aboard AD1(AW/NAC) Brad Hoel from HSL-51 Japan as our new medical waivers and aircrew designations detailee.

Many SAR crewmen have called stating they see very few or no sea-duty billets on JASS for 8211 or 8216 NECs. You are correct, but take a look at our 8205 NEC for the H-60S and watch your screen fill up! The old workhorse H-46 is soon to be replaced by the H-60S. The first to make this transition is HC-5 in Guam, followed closely by HC-6 in Norfolk, Va. I'm looking for experienced SAR crewman to roger

up for a rewarding career move to a command that is forward deployed and ushering in a new airframe. HC-5 flies missions that no other HC commands do, and a majority of their deployments are with USNS ships. Cruises can't get any better than that, and a command such as this can also be a boost for your career! Let me explain. As the advancement playing field has become more equal, with EAWS being mandatory and no points awarded for the wings on your chest, you need to look for other ways to break out at advancement boards. Boards are looking favorably at overseas duty and initiating the H-60S into a forward-deployed command may be the shot in the arm your career needs to reach the senior pay grades. Don't be the one stateside watching your peers advance while holding the same jobs with the only difference being duty location. Think about it and take a look at HC-5's web site at [www.andersen.af.mil/hc-5](http://www.andersen.af.mil/hc-5). Tour

length is two years accompanied or unaccompanied for non-accession (non-first tour) crewmen with benefits for those who elect to stay longer.

This transition is scheduled to begin in early 2002, so if you're approaching your detailing window, receiving your 12-month message and 10-month phone call, give due consideration to HC-5. Take a look at the 8205 NEC and give me a call to let me know what your career intentions are. Our aircrew community as a whole is looking at many changes in the years to come. Strap in tight; I believe you're going to enjoy the flying to come. Keep the loads secure, the crew informed, and fly safe out there.

*AMC(AW/SW/NAC) Hoffmann  
SAR(Non-AW)/Utility Aircrew Detailee  
PERS-404EG*

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### *Aircrew - Facts and Myths, continued*

years. The rating has also expanded into new communities throughout the Navy. We have new billets in St. Mawgans, England, and at the NOPF sites in Dam Neck, Va. and Whidbey Island, Wash. We have also expanded into the EP-3 community in Rota, Spain, and Whidbey Island at VQ-1 and 2. Our latest triumph is the creation of over 30 billets in the TACAMO community as comm operators at

VQ-3 and 4, along with associated shore duty at the TACAMO FRS, VQ-7. I know that a day after I submit this article I'll remember 100 other things I should have put in here, but I'm sure that my relief, Master Chief Russell, will fill you in on the rest. I also want to thank four of the best AWs I've ever worked with, AW1 (now LTJG) Matt Beare, AWC (now ENS) Sam Bethune, AWC Corey Hunt (it better be

AWCS and not ENS), and AW2 Bill Ball. These guys work extremely hard for you and the rating every day. Thank you for the opportunity to serve the rating. Please give Master Chief Russell the same support you gave me. Stay safe, and keep your feet dry!

*AWCM S.P. Fishbein  
Aircrew Detailee  
PERS-404EC*

## Aviation New Construction

This is a first of many aviation new construction (PERS-404EL) articles. The main purpose will be to keep the Sailors in the Fleet informed about forthcoming transitions and Permanent Duty Station (PDS) changes and assist them in making important career decisions. Many changes are taking place in naval aviation. As we phase out two very successful but aging aircraft (F-14 and CH-46), we are introducing two new and exciting aircraft. First is the F/A-18E/F Super Hornet which will replace the F-14 and some F/A-18C aircraft. Some milestones have already been achieved. VFA-122 out of NAS Lemoore is the first F/A-18E/F shore FRS squadron established. VFA-115 out of NAS Lemoore is the first sea-duty squadron that has already transitioned from the F/A-18C to F/A-18E aircraft. HC-3, HC-5 and HC-6 are the first squadrons identified to start receiving the new CH-60S aircraft. We will phase out the CH-46 and phase in the CH-60S aircraft over an 18-24 month period.

Aviation new construction operates a little differently than our counterparts over in surface new construction (PERS-409) in that we do not negotiate, detail or write orders. Your rating detailer negotiates and

writes orders to all aviation new construction squadrons and commands. We are Navy Personnel Command's (NPC) official representative concerning all aviation new construction, PDS change, decommissioning, establishments, transitions, down-sizing, outsourcing, and anything else which does not fall under the normal detailing guidelines. We do a lot of the behind the scenes liaison between TYCOMs, wings, EPMAC, NAVMAC, NAMTRAs, CNO's office, and numerous other squadrons and commands. We work closely with all the rating detailers keeping them up-to-date on all transition/PDS information. Your rating detailer can answer any general questions concerning aviation new construction schedules or processes. For more specific information contact me or AW2(AW/NAC) Ball. Our phone numbers and e-mail addresses are in the back of LINK.

Below is the schedule of current and future transitions and PDS changes.

*AOCS(AW) Lynch  
Aviation New Construction  
PERS-404EL*

## Aviation Commands Transitioning or Making PDS Moves

Current Command	Aircraft/Location	New Aircraft/Location	Transition/ PDS Month
VF-14	F-14A, Oceana	F/A-18F, Lemoore	December 2001
VF-41	F-14A, Oceana	F/A-18E, Lemoore	December 2001
VAQ-143	New Squadron	EA-6B, Whidbey Island	April 2002
HC-3	CH-46, North Island	CH-60S, North Island	2001 - 2003
VF-102	F-14B, Oceana	F/A-18F, Lemoore	May 2002
HC-5	CH-46, Guam	CH-60S, Guam	2002 - 2003
HC-6	CH-46, Norfolk	CH-60S, Norfolk	2002 - 2003
VFA-27	F/A-18C, Atsugi	F/A-18E, Atsugi	2003
HC-11	CH-46, North Island	CH-60S, North Island	2003 - 2004
HC-8	CH-46, Norfolk	CH-60S, Norfolk	2003 - 2004
VFA-97	F/A-18C, Lemoore	F/A-18E, East Coast	2004
VF-211	F-14A, Oceana	F/A-18F, East Coast	2004

# YN - Flag Writer "C" School Returning to Meridian, Miss.

It's true! The flag writer YN "C" school is returning to Naval Technical Training Command (NTTC), Meridian, Miss.

Upon completion of the sixth class in August 2001, Navy Personnel Command (NPC) and Naval Support Activity Mid-South, Millington, Tenn., will say goodbye as hosts to the very successful team Mid-South cooperation. With the support and guidance of RADM Gerry Hoewing, Commander, NPC, the flag writer course has graduated

43 students since its pilot in April 2000. The revised course provides senior yeomen (E5 and above) with five weeks of critical flag office management skills.

In January 2002, the revised course begins at NTTC Meridian. YNC(SW) Jerry Helton relieved YNCS(SW) Edna Callaham as course manager and senior instructor in September.

If you're a yeoman, E5 and above, and are looking for a challenge, check into our program.

Flag writers are specialized yeomen assigned to the personal staffs of flag officers, Senior Executive Service (SES) civilians and in some cases, joint and foreign officers. If this sounds interesting, please contact the flag writer detailee for more information.

*YNCS(SW) Brown  
Flag Writer Detailee  
PERS-405CD5*

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## RP - Timing Is Everything

I'd like to start by thanking RPCM(SW/AW/FMF) Larry Darnell for making my job easier and for the support he has provided your community over the last two years while serving as senior enlisted advisor to the Chief of Chaplains. He was selected for command master chief and is going to the senior enlisted academy and then to sea. He will be relieved by RPCM(SW/AW/FMF) Tony Person, who is moving from Headquarters, Marine Corps, and RPCM(SW/AW/FMF) Becky O'Brien will take over the FMF side at HQ. Congratulations to all three for their selections to these positions.

The RP community is now 106 percent manned overall, and specifically at the E4, E5 and E8 levels, so this is a good time to consider special programs.

Recruiting and recruit division commander are both career enhancing and a nice change of pace for some. Timing is everything, so a lot of it will depend on the manning at your paygrade and whether you are rolling to shore or not. Special programs do not take the place of your sea tour unless you are rolling to specific locations for recruiting. Contact the special programs detailee in PERS-4010 to find out if there is something you're interested in, then call me and we'll talk about it.

On another subject, I've talked to many of you at your 10-month window and have gotten a wonderful response to my queries. These phone calls give us the opportunity to discuss your desires and the Navy's needs while there is no pressure for you to make a

decision. When you get your 12-month message, feel free to send me an e-mail to let me know how to contact you. I'm in the process of collecting phone numbers to make contacting you easier, but your help in this is appreciated.

Lastly, as many of you who have negotiated orders recently have discovered, there is quite a chop chain on some sets of orders, depending on any variations to the requisition being filled. Your patience is appreciated by all of us involved in this process. We strive to make your negotiation process as friendly and efficient as we can.

*JOCS(SW) Suich  
JO & RP Detailee  
PERS-405CFX*

# PN - Consider Classifier Duty

We in the detailing shop want to take our hats off to the Fleet for the outstanding support we have received. Our 10-month contact between Sailor and the detailer is in full swing, and it has been a vital tool in supporting the needs of our Navy family. Please take this opportunity to verify your enlisted master file and ensure all information is current.

GUARD 2000, has been a success both for detailers and Sailors, but there are some things you need to remember. If you are a career Sailor (more than six years of service), sea time cannot be waived, and you must reenlist for six years unless it would interfere with HYT. If you are a first-term Sailor (less than six years of service), we consider waiving sea time (18 months is the maximum), and you must reenlist for four to six years

depending on the amount of sea time being waived and/or priority of the requisition.

Looking for something different and ready for a challenge? Ready to start the career of others? You can make a significant impact on a young Sailor's career because you were the first one to discuss their career in the Navy. We highly encourage you to review the JASS options in the NEC 2612 classifier billets. Along with opening up a variety of duty locations, you could also receive \$110 to \$275 in special duty assignment pay, depending on the billet.

*PNC(SW) Vermeulen  
PN E5-E6 Detailer  
PERS-405CE1*

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# JO - Help Plan Rating's Future

Greetings to all. I want to cover a couple of issues that will affect all Navy journalists over the next few years. In June, a group of the senior journalists got together officially for the first time at the invitation of the Chief of Information. We spent the time together fact gathering and making some recommendations for the future of the community. We tried to outline how we can best serve the Chief of Information in the accomplishment of his mission and support the public affairs officer community. To better understand where we are going as a community, you need to understand where we have come from.

Twenty years ago, the Navy had approximately 1,250 journalists in billets ranging from independent duty at naval security group activities, Navy recruiting districts and small surface ships to staffs aboard aircraft carriers and large shore-based staffs. JOs supported public affairs officers at most naval stations, naval air stations and naval training centers. For example, in 1981 Naval Training Center Orlando had a staff of two public affairs officers, a JOCS, a JOC, a GS civilian and a JO2. Today the staff of Naval Training Center Great Lakes has one public affairs officer, a JOC and one JO3. In the mid-80s, an aircraft carrier had 13 JOs on board; today they have six.

During the draw-down of the 80s and the right-sizing of the 90s, the JO community was whittled down

to as few as 550, and is currently at an end strength of 620 people to fill 662 billets. As the rating declined in numbers, billets were civilianized or absorbed by other staff members, eventually falling off the books. No plan was in effect to provide for career management of junior JOs or for the support of the public affairs community or mission of the Chief of Information.

The JO community was severely undermanned based on several factors. The Defense Information School, which all JOs were required to attend prior to becoming a JO (in 1981 the Navy closed JO to strikers), moved from Ft. Benjamin Harrison in Indianapolis to Ft. Meade Maryland in 1995. During the two years involved with the move only about 40 percent of the normal numbers of "A" school graduates were turned out. Members of other communities were allowed to apply for direct conversion to JO if they had a Bachelor's degree in communications, mass media or journalism or civilian experience. About a dozen JOs came in through that program, which was then managed by the senior enlisted advisor to the Chief of Information. During the same period in which we were not turning out new JOs, we were losing experienced JOs through VSI, SBI and TERA. Advancement was quite slow and the civilian job market quite strong. In August of 2000, due to normal

*Continued on next page*

# SM - Orders and Turnaround Time

I repeatedly get calls from the Fleet inquiring as to the whereabouts of orders, waivers, 1306s, etc. Frequently, the calls come anywhere from 12 hours to a couple of days after our last conversation. It's time to be realistic. The age of computers, e-mail, fax machines and the like has greatly increased efficiency here at NPC. Where it used to take months to get a set of orders hand-typed and mailed to the Sailor, we can do the same work in only a couple of minutes. That is the best case scenario, but a very rare scenario. Several things can hold up orders.

We are taking a hard look at how we spend PCS money. Consequently, *all* orders released from

the detailers are being chopped through our budget people. This can add a week or more to the process. Provided there are no internal waivers to run (which can add another two weeks to the process), and the orders don't have to go through EPMAC (another two weeks), you are looking at least a week or two to get a set of orders, maybe as long as three months.

Turn around times for spouse collocation and GUARD are driven by the availability of the requested billets. Spouse collocations can take up to a year (which is the time limit set forth in the ENLTRANSMAN) so get the requests in early. The bottom line

is that things still take time. We at NPC try to move as quickly as we can to get the Sailors what they need, but we need the support and patience of the Fleet to get it done.

Finally, by the time this article hits the streets we should have a new group of chief signalmen. Congratulations! It's time to step up to the plate and fill that tough billet, not time to take a break. You've earned the coveted anchors. It's time to put them to work.

*SMC(SW) R. C. Matous  
SM E5-E9 Detailer  
PERS-405DD*

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## JO - Help Plan Rating's Future, continued

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attrition and the losses described above, manning was about 82 percent.

In 2000, undesignated seamen were authorized to take the JO exam and be rated on a case-by-case basis as recommended by the detailer and approved by the enlisted community manager. Conversions were favorably approved for qualified members of other ratings. Off the September 2000 exam, 28 new JOs entered the community. In the March 2001 exam cycle, the rating was opened to all qualified strikers and an additional 42 JO3s entered the community. Advancement off the March exam was 100 percent to both E4 and E6 and 83 percent to E5.

During the meetings we identified several issues that are close to our hearts.

- Retention of quality JOs in support of the public affairs community and the mission of the Chief of Information over the next five to 10 years as we meet peak manning and advancements slow.
- How to provide quality on-the-job training for both "A" school graduates and strikers without diminishing the already overworked public affairs staffs' ability to accomplish their mission.
- How do we provide career progression that encourages appropriate development of junior enlisted for the CPO ranks, OCS PAO (two per year) and the new CWO designator in FY04.

Until we meet again next year, we will be identifying means to best address these issues. JOCM(SW) Lovato, SEA to the Chief of Information, periodically sends out all-JO messages, where you may have seen some of the above information already, informing you of what is going on and requesting your input and opinions on various issues. He and I would greatly appreciate your input when asked. This is your opportunity to plan where you will be going in your career and what opportunities will be available.

*JOCS(SW) Suich  
JO & RP Detailer  
PERS-405CFX*

# QM - Communicate With Detailer

Hello, and congratulations to all the new chief petty officers! The one thing they have in common is sustained superior performance at sea.

When you receive your 12-month message, there is a checklist of things to do and think about as you approach your negotiating window. You and your spouse should start by considering the type of duty and the location you would prefer. Please understand that it is very difficult to place Sailors in certain Florida locations. Remember, if you are eligible for shore duty, that recruiting and recruit company commander tours will do more for your career than most of the other billets. Have a few different locations in mind and it will be easier to make your decision.

At about 10 months, your detailer will be attempting to contact you. Don't panic! When you get a message to call your detailer, he just wants to discuss things such as SRB, GUARD 2000, types of duty and locations. This phone call is an important step in the negotiating process; tell the detailer exactly what you want. The detailer will counsel you on the options best

sued for your career.

At nine months, you enter the negotiating window. You should be prepared to choose your next duty station. If you have not heard from your detailer by this point, you need to phone him. If you have not picked your next duty station by seven months, you will get a message to call your detailer and pick orders. At the six-month mark, the detailer will pick your next duty station for you.

The main point is *communicate, communicate, communicate*.

Have a good three months, I hope to hear from all of you soon.

QMC(SW) Aaron Frasier.  
QM E1-E5 Detailer  
PERS-405DE1

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## BM - Critical Billets

For those of you getting ready to go to shore duty, I encourage you to think about special program billets. These critical jobs offer you the chance to grow professionally, and you will also maintain a competitive edge for advancement.

There are a number of benefits to help you in your decision to select one of these critical billets. Recruiters earn special duty pay of \$375 a month, as well as sea duty credit when in certain locations, and meritorious advancement for exceptional performance. Recruit division commanders also get special credit depending on the number of divisions supervised. Call your detailer for more information.

We need everyone's help to get the message out that the Navy is still the best place to qualify young people. You can be a part of the message and help shape the Navy of tomorrow.

BM2(SW) Mahan  
BM E4 & Below detailer  
PERS-405DC4

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## MA - End Strength Up

Due to increased conversions, accessions, NAVETS/OSVETS, reservist recalls, recruiting initiative, etc., we have seen a dramatic increase in the overall MA end strength, currently totaling more than 2000! We have also seen a dramatic increase in both accompanied and unaccompanied overseas sea duty (Type 3) billets. As of late July, there were no MA E4-E6 sea duty orders available, as all had been previously filled. Additionally, there were very few MA E4-E6 shore duty billets still unfilled.

That's good news for readiness. The potential down side would be far fewer choices for orders. As the Navy Security Forces - 21<sup>st</sup> Century (NSF-21) initiative to convert current 9545 overseas billets to MA is implemented, negotiating for overseas orders should not be a problem. Ship billets are projected to remain unchanged, so it becomes ever more important for those MAs currently serving on board ships to earn their warfare designation prior to transfer; their next sea duty may be served overseas.

Personnel approved for conversion via MA School should contact the MA detailer no earlier than one month prior to detaching their current command to negotiate for follow-on MA orders. To obtain an MA

*Continued on next page*



# MS - Flag Mess/ Enlisted Aide

I invite each and every qualified mess management specialist to take advantage of the opportunity to promote your career as a member of the flag mess/enlisted aide community. You could have the opportunity to work in this community for up to eight consecutive years. Contact your rating detailer when you are 12 months from your PRD and ask to be released to PERS-405EC1 for flag mess placement. When released, contact PERS-405EC1 to discuss flag screening and assignment.

Volunteers in pay grades E4-E9 may apply for the flag mess/enlisted aide program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead and copies of your last 36 months of evaluations or fitness reports. You can apply for this program whether on sea duty or shore duty; however, billets for this special program are very competitive. An

extensive culinary arts and customer service background is strongly recommended.

I am looking forward to the continuing professional growth of this community through established and new training programs. My goal is to provide each and every one in the community with the resources necessary to make their position more effective and efficient. Are you ready to join this supportive and winning team? I look forward to the opportunity of working with you in the future.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DoD Directive 1315.9.

*MSCS(SW/AW) Clarida  
Flag Mess/Enlisted Aide Detailer  
PERS-405EC1*



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# MS - E4 Shore Duty Detailer

Hello, I'm MSC(SW/AW) Kennard, reporting from USS BOXER (LHD 4) to relieve MSC(SW) Sanares. Best of luck to

him in his new assignment on USS BONHOMME RICHARD (LHD 6). I'm looking forward to serving you as the E4 shore duty detailer for the

next three years.

Let's take a few minutes to discuss AM/PM detailing. This program is available twice a month, providing extended hours from 0600-2200 CST, to assist the Fleet in effective communication with their detailer, especially for Sailors who are overseas. The AM/PM detailing schedule is provided on the back of your LINK, and I encourage you to take advantage of this opportunity to call us. Communication and dedication are the keys to success.

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## MA - End Strength Up, continued

"C" School, you must negotiate for orders requiring it. When you are 10 months from your PRD, please call or e-mail your detailer to discuss your options for future assignment. The MA enlisted community manager projects positive reductions in both the MA prescribed sea time and the MA conversion process.

Lastly, congratulations to all whom were recently advanced. Remember, as you promote, your duty assignment choices narrow.

MACs are particularly needed on board ships. MA1s desiring to enhance their promotion opportunities should consider terminating shore duty to negotiate for hard-fill MAC sea duty billets.

*MAC(SW/AW) Marc Owins  
E6-E9 MA Detailer  
PERS-405DF*

*MAC(SW) Brian Jones  
E1-E5 MA Detailer  
PERS-405DF1*

*MSC(SW/AW) Kennard  
MS E4 Shore Duty Detailer  
PERS-405EC6*

# SK - Communicate With Detailer

First of all, the AK/SK detailing shop would like to extend our congratulations to all our new CPOs for a job well done. Getting promoted is the best thing that could happen to us in our Navy career because it affects our pay, allowances and, most of all, privileges. For those of you who are wondering why you have not been selected, it requires superior performance during challenging sea duty billets to impress the promotion board. It's not too late, so sit down with your career counselor and steer your career back on the fast track. Then call your detailer and ask for challenging billets to help your promotion opportunity.

On another note, we are making a lot of progress in contacting our shipmates who are in the 10-month PRD negotiation window; however, we're still unable to contact everyone because we don't have the correct phone number or e-mail address. When you receive the 12-month PCS checklist message, don't hesitate to call your detailer and give us your latest phone number, e-mail address and to update other personal information such as dependency status, spouse collocation requirement, EFM, etc., so we can give you some detailing advice. We always try to accommodate your request as much as possible and offer you programs for which you may be eligible, such as GUARD 2000 and OTEIP.

When communicating your duty preference to your detailer, be realistic and provide more than one option, because the billet that you desire may not be available. The detailer will try to meet the Navy's needs and your needs as well. Your next duty station

can also be a factor in your promotion, so don't hesitate to take those challenging sea duty billets or hard-to-fill shore duty billets. Promotion Boards will look at where you are and where you've been, and it could be a factor in your promotion.

Remember that we use JASS in the detailing process, so get with your career counselor to review the jobs available in JASS and apply as soon as possible. JASS requisitions are available twice a month and are listed at the back of this LINK. If you're not sure whether your application was received here at NPC, don't hesitate to call or e-mail your detailer and verify. Don't wait until you run out of time to make up your mind, because if you're not under orders at your six-month window, the detailer will assign you a set of orders in accordance with Manning Control Authority priority.

Your detailers are here to assist and give you advice about your next

set of orders. Please communicate with us so we can assist you while you're still in the detailing window. Remember that we can only offer you what is available, but knowing your preference early on can help us a lot.

**AK/SK Merger Update.** The E8s are now merged, AKC and SKC will merge in June 2002, and everyone else will merge in January 2003. For more information about the merger, log on to the supply ECM web site at [www.persnet.navy.mil/pers2/n132d15](http://www.persnet.navy.mil/pers2/n132d15) or [www.bupers.navy.mil](http://www.bupers.navy.mil). The AK/SK detailer web site is currently being updated because of the ongoing merger, so we can provide you with updated information about our community.

AKCM(SW/AW)Adams  
SK E8-E9 Detailer  
PERS-405FD

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## FC - Seek Hard Billets

First, *congratulations* to all the newly selected chiefs, FC1s, FC2s and FC3s from the recent advancement cycles. Even though you might be on the right track, take the time to think about setting and attaining goals that will make you more competitive in the next selection process. Carefully consider recruiting, instructor duty or recruit division commander. Sailorization tours will make you more competitive. Remaining in the same geographical location might be nice, but the hard fill billets can be the most rewarding career wise.

For those of you requesting PRD adjustments due to advancement to second class, keep in mind that approval is not automatic. If approval of your request for a PRD adjustment will place you in a six- or seven-month window, follow up with a phone call or e-mail to negotiate. Everyone should be under orders prior to reaching his or her six-month PRD window. If a billet for your NEC is not available, you may want to seek a shore special program billet or reconsider the PRD adjustment. *Call first!* If your

*Continued on next page*

# OS - Perpetual Change

Greetings from the OS detailing shop. We've had a complete turnover in recent months. OSCM(SW) Pritchard recently assumed the duties as rating assignments officer for FCs, GMs and OSs. I relieved him as the OS rating lead and E7-E9 detailer.

OSC(SW) Dave Pruitt has assumed duties as the OS E6 detailer. OS1(SW) Rick Caldwell has moved to the OS LANT E5 desk. OS1(SW) Pat Driscoll has taken over as the OS PAC E5 detailer. OS1(SW) Nick Horvath is the new OS "A" school, "C" school and E1-E4 detailer. Our phone numbers are updated and provided in the back of LINK.

We are looking forward to detailing OSs through two new NEC producing schools:

1. NEC 0346 AEGIS Console Operator TRACK III - This course will be included in future PCS orders for OSs transferring to CGs 59, 65, 66, 68, 69 and 71, and DDGs 79-107.
2. NEC 0348 Track Data Coordinator (TDC) - This course replaces the multi-Link operator course and will be included in future PCS orders for OSs transferring to Link capable ships.

The TDC Course consists of two weeks of academic instruction followed by one week of operator training. Classroom instruction will include Link-4A, Link-11, Link-16, joint systems, CEC, SGS/AC, ID systems, drafting an OPTASK Link message and planning multi-Link architectures. The operator portion will include Link initialization and network management functions.

By the time this article reaches print, we will be congratulating our newly selected OSCs. As stated in previous issues of LINK magazine, if you are one of our new chief petty officers, be prepared for the possibility of a new assignment. There are plenty of opportunities for

chiefs to enjoy continued success. One such high priority opportunity is as an OIC aboard a USNS ship. A majority of the OSC billets on USNS ships will convert from assistant OIC to CPOIC. This provides our rate a special opportunity for leadership.

There are a wide variety of assignments available to all OSs. Our rating is one of the most interesting and diverse in the Navy. We have OSs serving in many geographic areas around the world, and the Navy is regularly starting up new jobs for OSs. The OS detailers have had the pleasure of granting many GUARD 2000 requests for assignment to desired geographic areas. We receive many GUARD 2000 requests for assignment to locations like Mayport, Jacksonville and Pensacola. Some of our Sailors have experienced the frustration of hearing a detailer say that a desired set of orders has been given to another Sailor reenlisting under GUARD 2000.

Due to the nature of service in the Navy, Sailors must remain worldwide assignable and be prepared to transfer to new geographic locations. Flexibility is a prerequisite for negotiating orders. Plan to excel at every assignment, regardless of the location or type of duty.

As stated in our last LINK article, we will continue to aggressively seek out Sailors who desire to transfer from the East Coast to the West Coast. Many Sailors joined the Navy to enjoy opportunities for world travel. If you were one of these Sailors, and you have been assigned to a ship on the East Coast, you have probably completed one or more Med cruises, BALTOPS, UNITAS, Caribbean ops, or possibly a combination of these. Consider an assignment to a ship on the West Coast and the opportunity to see the islands and countries of the Western Pacific and Indian Ocean. Sailors on WESTPAC cruises routinely visit Hawaii, Japan, Korea, Hong Kong, Thailand, Singapore and Australia.

In closing, I want to report that the OS Rating has enjoyed widespread success with the JASS system, and I would like to pass on to all of you on behalf of the OS detailing shop our appreciation for your cooperation in incorporating this system into our detailing process.

*OSCS(SW) McKinley  
OS Rating Lead Detailer  
PERS-406CQ*

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### ***FC - Seek Hard Billets, continued***

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detailer doesn't know your telephone number or e-mail address, vital questions may go unanswered. A quick e-mail from you with that information can make a difference.

Talk to your career counselor or contact us to see how we can help make your career a success. We are doing our very best to make negotiations with your detailer a positive and memorable experience.

# GM - Don't Let Your Window Close

Hello, from sunny and *hot* Millington. I am GMCS(SW) Baysingar, your new E7-E9 gunner's mate detailer, and I am happy to be here to serve you.

Don't be too surprised to get a phone call from one of us when you are 10 months from your PRD. With the Detailer Communications Program, you will be receiving a message 12 months prior to your PRD, and we will be following that up with a personal contact (e-mail or phone call) at the 10-month mark. We are doing this to ensure that we know what your career intentions are and give you an idea of what may be available when you reach your window of opportunity. We also want to stress the importance of Sailors being under orders by six months prior to their PRD. If you fall below your six-month window, and you have not negotiated for orders or let us know of your intentions, then orders may be issued to you in accordance with MCA priority. It is much better for you to pick your orders than for me to pick them for you. If you are reaching your nine-month window and have not been contacted by your detailer, give us a call or send us an e-mail. We may be trying to reach you and do not have good contact information.

Remember that your window of opportunity is between six and nine months prior to your PRD. You may view JASS during this time frame and submit up to five applications per cycle. We are using JASS to provide a fair chance for all gunner's mates to apply for available billets within our rate.

Due to the overwhelming response to the GUARD 2000 program, gunner's mate shore duty billets have become scarce. Great Lakes, however, continues to be an outstanding career-enhancing choice, and with the opening of the new range at RTC, instructor billets abound. If you are looking for a challenging billet with the opportunity to obtain your master training specialist, think about Great Lakes where advancement rates are the highest of anywhere a gunner's mate can serve.

Communication with your detailer is important! Keep in touch; you can contact us anytime.

*GMCS(SW) James Baysingar  
GM E7-E9 Detailer  
PERS-406CG*

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# ET - Tips for Order Negotiation

So, you're quickly approaching your nine-month PRD window and will soon begin negotiating for orders to your follow-on duty station. Here are a few tips to help you successfully navigate the process.

Be realistic. If you are a first-term Sailor coming off a two-year initial shore tour, you can expect to go to a ship as your next duty station. The primary reason is that most Type 3 billets (overseas shore duty counting as sea duty) are going to Sailors coming off forward-deployed USNS ships with high ITEMPO counters. Moreover, it decreases your opportunity for advancement by limiting your area of expertise and not affording you the opportunity to earn a warfare pin.

Be flexible. If location is your primary concern, and you have completed your prescribed sea tour, consider recruiting duty. Recruiting has been named as one of the CNO's top priorities and will provide you the unique challenge of manning the Navy of the future.

Use JASS. JASS is the detailer's primary means of

matching an individual with an available billet. You can apply for up to five billets displayed on each JASS cycle and rank them according to your duty preference.

Consider the GUARD 2000 program. The GUARD 2000 program offers two guaranteed duty assignments within a 20-year career for active-duty USN, USNR (TAR) and USNR personnel for a four-, five- or six-year reenlistment. The first guarantee must be used during a member's first reenlistment. The second guarantee can be used anytime in conjunction with a reenlistment up to your 17-year mark. Remember, a GUARD 2000 guarantee can only be made for geographic location or type of platform, not a specific command. Additional information on the GUARD 2000 program and eligibility requirements can be obtained from your command career counselor or by referring to ENLTRANSMAN Ch. 8.

Stay in contact with your detailer. A simple

*Continued on next page*

# IT - Detailer Communications

Over the past year, Navy Personnel Command has instituted what has become known around the Fleet as the Detailer Communications Program (DCP). The program was created in an effort to improve communications between the detailers and the Fleet. The key parts of the program involve notification messages at certain points prior to a service member entering their nine-month window for orders, and continue right up to the point when they're six months from PRD. The

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### *IT - Tips, continued*

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telephone call or e-mail to your detailer stating your desires for a follow-on duty station or to report a change in your duty status (i.e., pregnancy, LIMDU or EFM issue), can save a lot of headaches down the road.

These tips should assist you in successfully negotiating for orders to a follow-on duty station, which meets your desires and fulfills the needs of the Navy.

In closing, welcome aboard to ETC(SW) Lykins coming to us from USS EMORY S. LAND (AS 39) home ported in La Maddalena, Sardinia. He will be replacing ETC(SW/AW) Wade as the E1 – E6 PAC detailer. ETC(SW/AW) Wade will be retiring after 23 years of service. We wish him “fair winds and following seas” and the best of success in any endeavor he chooses.

*ETC(SW) Reynolds  
ET E1–E6 Pacific Detailer  
PERS-406DE3*

following is a brief synopsis of how the program is intended to work.

When a service member reaches twelve months from their PRD, they can expect to receive a message from their detailer. This serves as an icebreaker and gets the service member to start thinking about their next possible assignment, alerts the command career counselor that the member is about to enter their window for negotiation, and requests information regarding the best method to contact the member. Please send a short e-mail to your respective detailer listing your e-mail address and telephone number. In the subject line be sure to title it “Contact Information.” This will greatly speed up the process and allow us to get the info into their electronic record.

When the service member enters their 10-month window, they can expect a telephone call from the detailer shop in Millington, Tenn. This is where the contact information requested in the 12-month message is put to use. This is an opportunity to ask questions and get answers prior to entering the nine-month window for orders. This also gives the member a good idea of what kind of billets they are eligible for and the things they need to concentrate on in order to get the best possible set of orders available.

When they enter their nine-month window, it's time to start looking at available billets via BUPERS ACCESS at [www.bupersaccess.navy.mil](http://www.bupersaccess.navy.mil) or via their command career counselor. Once a member has decided what

they would like to do, they can submit applications for up to five different billets during each requisition cycle. This will give them an opportunity to submit up to 30 applications for billets.

After two months of negotiations with the detailers, personnel who are not under orders will receive a message at their seven-month mark from PRD. This serves as a reminder that they have 30 more days to select a set of orders. It's very important that they use the remaining two requisition cycles and find a billet. At the end of those 30 days, if the member has yet to negotiate for a set of orders, they can expect to hear from their detailer, who will assign them to a billet in accordance with the Manning Control Authority's (MCA's) top priority fills.

The key to successful negotiation is contact with your detailer and realistic expectations. Successful negotiation within the first month of entering the negotiation window increases your chances to attend IT “C” schools en route to your next assignment. The longer the process takes, the greater the chance that the training you seek will be unavailable.

Fair winds and following seas to ITCS(SW) Arthur as she returns to the Fleet for her next tour of duty.

*ITCM(SW/AW) J.D. BROWN  
IT E7-E9 Detailer  
PERS-406DR*

# MN - Deriving JASS Requisition

Understanding how JASS is derived can help Sailors understand their part in the process and make the PCS move a less frustrating process. A general JASS requisition derivative process is explained below:

1. Each requisition is driven by billets authorized for each command by rating and rank.
2. Manning Control Authority (MCA), produces a prioritized requisition list for commands who have either planned losses (based on PRDs of personnel onboard) or unplanned losses (LIMDU, pregnancy, HUMS, etc.).
3. This requisition is scrubbed through EPMAC for validity of billets, Fleet balance and required NECs.
4. NPC detailers again scrub the requisition. Certain billets may be placed on 'Hold' (may not be applied for) for the following reasons: (a) filled through special request or guarantee. (b) requisition was previously filled by an applicant and may be awaiting chop or waiver approval. (c) projected personnel available in a nine-month window, for each paygrade, is less than the number of requisitions available. The latter situation requires the detailers to release the higher priority billets in every case.

Now, you have the JASS requisition that is displayed to the Fleet. You may apply for up to five

requisitions per each cycle. Your command career counselor has the access to assist you in your application process. In addition, the "The Back Page" of each LINK magazine has JASS cycle information. You are part of this process! The more you know and are involved in it, the easier it will be. Does your detailer know how to contact you by telephone or e-mail?

Check out "Funded Split Tours for First Termers!" This program affords Sailors on sea duty the

opportunity to broaden their Navy experience before making a final career decision. Sailors who wish to take advantage of this option should contact their detailers and submit a NAVPERS 1306/7 via their chain of command 10-12 months prior to their PRD/EAOS. The guidelines are found in NAVADMIN 143/00.

*MNCS(SW) M. W. Thanscheidt  
MN E1-E9 Detailer  
PERS-406EM*

## TM - Still Employed

As your detailer here at NPC, I have noticed a different side of the Navy dealing with policies and procedures. It fascinates me to see how the different processes really work, but I am also puzzled by the many different views or misconceptions in the Fleet. Sailors that are new to the experience seem to fall victim to lack of information or wrong information. I feel that it is our duty to step up as leaders and guide them in the right direction. It is not only important to keep ourselves informed, but we should also keep others informed. This is a great responsibility and should never be taken lightly.

Lets talk about the torpedoman rating. I get lots of calls from Sailors asking what's going to happen with the TM rating or saying they are being told the rating is going away. Well, let me tell you what's happening. We are currently manning every FFG, DDG, DD, CVN, CG and AS around the globe and providing our fair share of TMs

to special programs such as RDC, recruiting and physical security. No, we don't train for intermediate maintenance any longer, but we still man CFY JAPAN, NAVMAG Pearl Harbor, NAS North Island, Calif., NWEPNSTA SEALBEACH, Calif., NAS Jacksonville, Fla., NAS Sigonella, Italy, NAVSUPFAC Diego Garcia and various other weapons locations throughout the Navy with qualified torpedomen. So, as you can see, the TM rating is alive and at work.

To date, there is no action in motion to merge or disestablish the TM rating. I am not telling you not to look at other ratings to better your chances for advancement; you should explore all your options. I just want to make sure that you are getting the right word. We still have a job for you as a torpedoman in the U.S. Navy.

*TMCN (SW) Junious Scott  
TM Detailer  
PERS-406EW*

# STG - Spouse Collocation

Are you considering submitting a collocation request? If you have not talked to your career counselor or reviewed ENLTRANSMAN Ch. 3, I urge you to do so. Every reasonable effort will be made to allow military couples to move together and/or serve together whenever possible.

Consider the following when submitting a collocation request. Assignments must fill valid Navy requirements, considering the needs of the military as well as the manning of the losing and gaining commands. Therefore, collocation and/or immediate reassignment may not always be possible. Spouse collocation policy does not provide for assignment to duty near a civilian spouse, including civilian government employees.

To apply for spouse collocation, members must submit a request to their detailers with command endorsement, noting their military couple status and including the name, rank/rate, service and SSN of their spouse and number of current dependents. To speed up communication between the respective detailers, a copy of the spouse's request should be included.

Military couples not presently collocated may request reassignment, providing the following criteria are met:

- The member requesting transfer has completed at least one year on board current duty station at the time of transfer and, if required, a contact relief is available.
- Both members are in agreement that collocation is desired.
- Neither member is currently under orders to go into a training status.
- A valid billet for which the member is qualified is available.

When marriage occurs and/or requests are submitted after orders have been issued, orders may remain in effect. Modification will be considered if it will not result in a gapped billet, adversely affect the gaining command's readiness or preclude use of recently acquired skills/training. If the member is required to execute their orders, collocation action is considered after one year.

Military couples with dependents are required to maintain a current, workable dependent care plan.

Members completing training will be assigned to an appropriate tour for these newly acquired skills, which may preclude or limit spouse collocation consideration for the duration of this post training assignment. A dual military career family takes a lot of work, patience and planning. Review ENLTRANSMAN 3.21 with your career counselor if you are planning to marry another military member or if it already applies to you.



*STGCS(SW) Stelling  
STG E1-E6 Atlantic Detailer  
PERS-406EU3*

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## STG - New Rating Lead Reports

The first order of business is to welcome STGCM (SW) Koebke as the new rating lead for the STG community. He will also assume duties as the rating assignment officer for the STG, MN and TM ratings. Master Chief Koebke brings a wealth of experience to the job. He has served in various ships, shore commands, and most recently at an IUSS site.

With my transfer to sea duty I want to tell all of you it has been a sincere honor and privilege to serve as your detailer. If I can leave you with one thought, it would be to keep the lines of communication open between you and your detailer and don't put blinders on concerning your next assignment. There is a lot your detailer can do to meet your wants, needs and desires if you don't tie our hands. Hope to see you on the waterfront. Haze gray and underway.

*STGCM (SW) Campbell  
STG/TM/MN Rating Assignment Officer  
PERS-406E*



# HM - Limited Options for NEC Holders

Hello from the HM NEC community. I want to welcome our newest NEC detailer, HMC Dennis Hernandez, previously the "C" school detailer. He is a welcome addition.

Lately, a few issues from the NEC community have come up that I want to address. First, be aware of the current sea/shore rotation for your community. We get a lot of requests for extensions of current duty. If a Sailor is up for sea duty and sea duty is available, it is hard to justify leaving them on shore duty. Please be aware of this when asking for extensions on shore duty. For personnel at sea, we have a very low number of sea and overseas billets for the NEC community. In our attempt to give everyone a fair shot at a sea or overseas billet, we try to minimize the number of extensions granted to personnel on sea and overseas duty. This has caused quite a stir for Sailors who have planned on staying past the three-year mark at these duty stations. *Every* decision is made on a case-by-case basis. Another issue lately is the JASS process and how it works for the detailer and the Sailor. JASS allows each Sailor to view

available billets in a given cycle and apply for what he or she is interested in. Please do not apply if you are not in your nine-month window. See the Back Page of LINK for the date you may apply or call us, and we will get you the information. Please apply for billets that correspond with your current sea/shore rotation. If you are up for sea duty and there is no sea duty available, we will entertain a request for another shore duty billet. Give us a call and let us discuss your options with you. We receive calls from Sailors seeking their selection status for a billet for which they applied before JASS has closed out. Please use the JASS schedule posted on the JASS web site. When selections have been made, the career counselors can access the system and pull up selection status.

We are constantly striving to find ways to say "Yes" and to do things better. Please do not hesitate to call or e-mail with suggestions or comments. Until next time, fair winds and following seas.

*HMC(SW/AW) Murray  
HM 8408, 45, 46, 63, 67, 83, 85, 86, 89, 8541 Detailer  
PERS-407CG*

## DT - Senior Detailer

Integrity requires that all detailers and command career counselors be devoted to the assignment and distribution process per the ENLTRANSMAN, and to each individual Sailor. As your senior dental detailer, I will ensure the integrity of the assignment process is not violated, with the desires and career expectations of my dental technicians as my top priorities. DTC Lou Ferraro, DT2 Nicole Marquez and I will steer our young Sailors to advanced training and keep as many with the Navy as possible.

I request all command career counselors and command master chiefs provide their Sailors with positive career advice early in the detailing process. Let's build an open and honest relationship, and work with your detailing team to find a mutually agreeable assignment. I look forward to meeting each of you. Accelerate your life. Go Navy!

*DTCM(SW/FMF) Neal Adams Johnson  
Senior DT Detailer  
PERS-407CD*

## New HM NEC Detailer

Hello, shipmates! I am HMC(SW/AW) Steve Murray, reporting from USS BATAAN (LHD 5). I am the new detailer for NECs 8408, 8445, 8446, 8483, 8486, 8489 and 8541. I want to thank HMC(FMF) Tony Weatrowski for his help with my transition and wish him the best of luck on USS DENVER (LPD 9).

I can already see that this will be my most challenging and rewarding tour to date. My job is to assure that each and every one of you is given the opportunity to excel within your career path. Remember that these opportunities depend on the needs of the Navy. With the implementation of DCP (Detailer Communication Program), I will be contacting you within 12 months of your PRD. This is simply a way for me to communicate to you that it's time to start thinking about your options. At your nine-month window, you may negotiate for orders. This means that you may access JASS (either by using the BUPERS Access on

*Continued on next page*

# HM/DT - EPMAC and the Detailer

In the HM/DT detailing shop, we constantly get phone calls asking why commands are undermanned, so I want to outline how the detailing process works with Enlisted Placement Management Center (EPMAC). Detailers do not set individual command Billets Authorized (BA) or the Navy Manning Plan (NMP). Commands on the Atlantic and Pacific coasts and on shore have their own Placement Coordinator (PC) at EPMAC. EPMAC interacts with the command, and the detailer is the advocate for the Sailor.

The coordination between the detailer and EPMAC works as follows: First, the detailer receives information about your career intentions by e-mail, phone call, CCC or JASS applications, writes a proposed set of orders, and forwards them to the appropriate Rating Specialist (RS). The RS at EPMAC will either agree or disagree with the proposal and forward the proposed orders to the PC with their recommendation. The PC then makes the final decision, or if required, forwards the proposed orders to the Manning Control Authority (MCA) to which the billet is assigned. This process usually

takes from 10 to 14 working days, after which EPMAC returns the proposal to the detailer. If approved, the orders will be released, and you should have them in seven to 10 days.

As you can see, this can be a complicated process. Starting the negotiating process and getting orders early will make transferring easier on you and your family, and

will ease the entire detailing process. I hope this answers questions you may have about the assignment and distribution process. Remember, "Navy Life - Getting Better Every Day."

*HMC(FMF) P. D. Fitzsimmons  
HM2/E-5 8404/0000  
PERS-407CN*

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## HM - E1-4 Sea Detailer

Greetings, shipmates. I am HMC(SW) Covington, reporting from Naval Hospital Guam. I've relieved HMC(SW/AW) Boyd as the



E4 and below sea duty detailer. It is my distinct privilege to serve the HM community.

Please don't hesitate to contact me as you reach your nine-month negotiation window with any questions or concerns you might have. I'll be glad to assist you with your personal and career goals. Also, seek career advice and discuss future intentions with your command career counselor and chain of command during your detailing process, as they are valuable sources of information. Remember that your next move must be consistent with your sea/shore rotation.

Lastly, keep FMF duty in mind as more volunteers are always needed. The Fleet Marine Force is a rewarding and career-enhancing move that provides Sailors an excellent opportunity to earn a warfare designator. Geographic location is not a factor, as there are units on both coasts, as well as forward deployed overseas.

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### *New HM NEC Detailer, continued*

the Internet or through your career counselor) and apply for the billet(s) that interest you. Please be aware of your sea/shore rotation. If you are up for sea duty or overseas duty, you may be on your way. Please call or e-mail me with any questions, and I will be glad to assist in any way I

can. Again, it's great to be here, and I look forward to an exciting tour serving you.

*HMC(SW/AW) Stephen Murray  
HM 8408, 45, 46, 63, 67, 83, 85, 86,  
89, 8541 Detailer  
PERS-407CG*

*HMC(SW) Covington  
HM E4 & Below Sea Duty Detailer  
PERS-407CM*

# CT/IS/EW RAO Roundup

A hearty congratulations goes out to our new chief petty officers. Filling the arduous jobs and following proper career progression helped you achieve this milestone in your career. The biggest hurdle for any Sailor is being selected to chief petty officer. Congratulations!

First of all, I'd like to take time to congratulate and wish "Fair winds and following seas" to an outstanding Sailor who is transferring to the Fleet Reserve on Oct. 31. Our Assistant Rating Assignment Officer (RAO), CTACM Wilson, is retiring after 25 years of dedicated service to the red, white and blue. His insight, wisdom and sense of humor will be sorely missed. His replacement, CTACM Fobes, comes to us from CINCUSNAVEUR and is serving her second tour at BUPERS/Navy Personnel Command.

What can the RAO do for you, your rating, and your command? The RAO or Assistant RAO is the detailer's advocate in the decision making process, but is also the primary point of contact for Sailors or commands with concerns or questions regarding current requirements or the detailer's decision regarding a Sailor's assignment. Every Sailor's 1306/7 (hard copy and e-version), FLTRES, ESEP and orders are chopped through the RAO. If I don't know the answer to your question, I will get you an answer as soon as possible or point you in the right direction.

I'd like to discuss several issues that will help explain many of our distribution decisions:

- If an individual makes rate, his or her sea/shore rotation can change based on needs of the Navy (refer to paragraph seven of the latest sea/shore rotation NAVADMIN that stipulates the requirements). While we have many gapped billets for OUTUS and sea duty billets, we will require the individual to perform in the paygrade to which they were selected. This may include nomination to a tougher duty assignment to meet Fleet or shore command priority manning requirements.
- NAVPERS 1306/7 Enlisted Personnel Action Request is now on line and being used by several commands. A command should now only recommend approval or disapproval. When an individual requests to move prior to PRD, the command can no longer stipulate the number of months it is willing to gap a billet. Be advised that no command can withhold submission of a Sailor's 1306/7. The command can recommend disapproval; however, the request must be

submitted to NAVPERSCOM for final disposition. In most cases, NAVPERSCOM will not overturn the command's disapproval recommendation; however, each request will be looked at fairly and equitably. To give you an idea of the volume of correspondence to and from our branch, we receive approximately 150 1306/7's, 20 FLTRES or ESEP requests, and generate a minimum of 115 to 120 waivers per week.

- Personnel who wait until they are within six months of their PRD to request a school severely limit their chance of selection. We normally fill school seats well before the class convening date. If you fail to negotiate early enough because you don't like what you see on the requisitions, do not be surprised if the school you desire is not on your orders. Historical data shows that one of every two Sailors in the EW/CT/IS ratings will receive training prior to reporting to their ultimate duty station. If you do not negotiate for a school prior to or during the initial phase of your six- to nine-month PRD window, there is a good possibility that you will not be selected for the training.

Navy Personnel Command continues to be actively engaged with many commands. Our detailers in PERS-408 will have completed 127 trips to various commands and organizations this year. In July, many of the NAVSECGRU career counselors had a chance to meet with our staff and conduct very proactive discussions.

I want to encourage command NCs/CCCs to maintain a dialogue with the detailers or me regarding Sailor advocacy programs/issues. If a command desires help with retention efforts, feel free to contact us, and we'll try to arrange a visit to your command. To make the trip worthwhile, we request maximum participation. Your retention team needs to remain as proactive and as engaged as possible with PERS-408 and your command issues. If we can help, feel free to contact us anytime.

Successful careers have a common theme - sustained superior performance at arduous duty stations. It's no surprise that the Sailors who take tough assignments and excel are the ones who get promoted first. Read the *LINK* or go on-line to [www.bupers.navy.mil](http://www.bupers.navy.mil). Follow the advice of your detailer, career counselor and supervisors. They will

*Continued on next page*

# CTM – Look for Challenging Duty

Congratulations to our new chiefs! Your dedication has paid off.

Are you looking for a challenging, rewarding assignment that could improve your chances for advancement? You might want to consider a tour as a command 3M coordinator afloat, which is open to E7-E9 CTMs. First class petty officers who have demonstrated exceptional performance could also be assigned to this critical billet with the approval of the manning control authority and the gaining command. Anyone considering 3M coordinator duty should have at least three years onboard Type 2 or 4 duty and have a working knowledge of the ship's 3M

system. You might also consider a tour as a recruit division commander training the Sailors who will shape the future of our Navy. Some of the benefits of RDC duty include: \$350 per month special duty assignment pay, additional annual clothing allowance of \$300, free dry cleaning services, and the opportunity to earn a master training specialist qualification. Advancement to chief and senior chief petty officer while assigned as RDC are almost twice the Navy-wide average. If you have questions about these programs, call us.

Did you know that you can view your enlisted summary record on-line? Go to [www.staynavy.navy.mil](http://www.staynavy.navy.mil), scroll

down to "Your Professional Record Online" and follow the instructions.

As always, I would also like to solicit your ideas for our web page. If you have not visited it lately, please do so and give us your feedback. If you have something you would like to see included or modified, give us a call or drop us an e-mail.

*CTMCS(AW) D. KNOWLES  
CTM E6 and Above Detailer  
PERS-408CF*

*CTMC(SG/AW) W. ROSEMEYER  
CTM E5 and Below Detailer  
PERS-408CF1*

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## CT/IS/EW - RAO Roundup, continued

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tell you that optimal career progression may be attained by:

- Adhering to your rating's SEA/SHORE or OUTUS/CONUS rotation (refer to the newest NAVADMIN for the most recent changes).
- Taking a challenging assignment - going DIRSUP or PCS afloat, or filling arduous SPECIAL DEVGRU, SWCC, 3905 afloat, attache or SPECOPS billets.
- Obtaining a warfare pin while DIRSUP or PCS Afloat.
- Requesting instructor duty and obtaining master training specialist designation. (Ensure you submit this to your record once obtained.)
- Volunteering for special programs such as Special Warfare Combatant Course (SWCC); Recruit Division Commander (RDC) to train recruits at RTC Great Lakes; recruiter duty at one of 31 Navy Recruiting Districts (NRD), etc.
- Duty at a joint command, and for intelligence specialists, duty at a U.S. Defense Attache Office.
- Staff duty at any Fleet concentration area.
- Duty at the National Security Agency (NSA).
- More senior personnel should perform duty as a detailer at Navy Personnel Command; technical advisor at Bureau of Naval Personnel; readiness coordinator at Enlisted Personnel Management

Center (EPMAC); manpower analyst at Navy Manpower Analysis Center; or a position at Commander, Navy Security Group HQ in N3 (operations), N4 (logistics), N5 (plans), N6 (communications), N7 (training), N8 (resources), or N9 (technology).

PERS-40 is actively engaged in proactive detailing with all personnel at the 12 and 10-month mark and within the six- to nine-month PRD window. The 10-month personal contact has been very successful and has reaped huge dividends toward resolving retention issues. If you desire to talk with the detailers in support of your Sailors and are unable to call during normal working hours, refer to the back page of LINK for the late night detailing schedule. We will do everything we can to satisfy the Sailor's desires and the Navy's needs.

By far, the best the Navy has to offer, besides learning a very exciting and challenging profession, is the travel and camaraderie. Take the challenging tours, see the world, make life-long friends and have a very successful, rewarding career. The opportunity is yours.

*CWO2 Sam H. Kelley  
Rating Assignment Officer  
PERS-408C*

# CTO - A New Perspective

By way of introduction, my name is CTOC(SW) Amy Hansen, the new CTO E5 and below detailer. I have relieved CTOC(SW) Joyce who has done a superb job the past three years. We wish him well in his future assignments; he will be missed. As for me, I have been in the Navy for 13 years and have been to a wide variety of duty stations. As a young seaman apprentice, I started my career at NCS Rota, Spain and was then transferred to NSGA Azores. After the Azores, I was due for a CONUS tour, so I used my GUARD-III for a school (9186/ Technical Control) and assignment to NSGA Northwest. In 1996, I

opted to go to sea, which was still a fairly new concept for women in the CT community. I took orders to USS BATAAN (LHD 5) home ported in Norfolk, Va. During my tour on the BATAAN, circumstances required my humanitarian reassignment to the Navy Recruiting Station in Mankato, Minn. My tour at the recruiting station had a great influence on my opinion of recruiters. As far as I'm concerned, there is probably not a tougher job in the Navy.

Still wanting to go to sea, I selected orders to the direct support shop at my previous assignment, NSGA San Diego, Calif. It was a very rewarding tour for me and I had

the opportunity to do the one thing I've enjoyed the most while in the Navy, and that is ride ships. After completing a successful direct support tour, I volunteered to serve as your detailer. I'm very excited to be here, and I look forward to working for you and with you. If you have any questions regarding your career or upcoming transfer, give me a call, and I will use my experience to ensure you get the best possible advice on career progression.

*CTOC(SW) Amy L. Hansen  
CTO E5 and Below Detailer  
PERS-408CG1*

## IS - Career Diversity

Intelligence specialists are, by design, generalists, which means very few Sailors are able to specialize in one specific area of our rating. Our billet structure is so diverse that you can enjoy a full career without having to repeat a tour. We currently have IS billets in 22 U.S. states and 35 foreign countries, so you can very easily maintain your sea/shore rotation while varying your assignment choices.

**Special Programs.** When deciding where to go or what to do for your next duty assignment, give some thought to special programs. Contact us nine to 12 months prior to your PRD if you would like to be released for recruit division commander, physical security, brig duty, SERE instructor, EOA, CAAC counselor, NAVLEAD instructor or recruiting duty.

Precommissioning units also offer an exciting opportunity to excel. If you are rotating off shore duty and want to see what we have to offer, view the "notes" section of JASS or call us. For these units, it would be prudent to contact us 12 months prior to your PRD.

USDAO tours are another outstanding opportunity to do something different and exciting. Training for these assignments varies from three to 15 months, depending on the particular embassy's language

requirement. IS USDAO billets are in Australia, China, Columbia, Denmark, Egypt, Fiji, Finland, France, Germany, Hong Kong, India, Israel, Italy, Japan, Korea, Norway, Oman, Panama, Russia, Singapore, Spain, Sri Lanka, Thailand and Turkey. If you are interested in embassy duty, view the "notes" section of JASS or call us 12 to 14 months prior to your PRD. USDAO assignments are billeted for IS1 through ISCS. In special cases, motivated IS2s with warfare qualifications will be considered.

**Joint Military Intelligence College.** A tour at the Joint Military Intelligence College (JMIC) would help satisfy your career diversification needs while providing you the opportunity to earn a college degree. In addition to the academic requirements, the following military requirements must be met:

- Be in paygrade E4-E9.
- Have a minimum of four years intelligence experience. This four-year requirement may be waived for UGIP candidates on a case-by-case basis.
- Have a PRD of 12 months prior to or two months after class convening month.

# CTI - Revised Sea/Shore Rotations

I am CTIC(SS) Jason Reeb, and I have relieved CTIC(NAC) Joe Loomer as the CTI E6 and above detailer after a very rewarding tour in Alice Springs, Australia. Chief Loomer's successes during the past three years in solving numerous manning, promotion and training issues have had, and will continue to have, a positive influence on the CTI rating. I wish him the best of luck during his next tour at NAVSECGRUACT Fort Gordon, Ga.

I would like to pass along my sincere congratulations to our new chief petty officers. Now it's time for you to step up and take the hard jobs leading our Sailors at sea. Remember, "People follow leaders." Also, congratulations go to CTICM(SS) Matthew "Zoo" Zullo, recipient of this year's Naval Cryptologic Veterans Association "On-The-Roof-Gang" Naval Cryptologist of the Year Award for his many years of superior cryptologic leadership accomplishments at sea.

## *IS - Career Diversity, continued*

- If currently serving on a DoD activity tour, you must complete the tour prior to enrollment.
- Maintain a TS/SCI clearance. This cannot be waived.
- Be willing to obligate service for a total of five years computed from the class convening date.

*ISCS(SW/AW) Lavieri  
IS E6 and Above Detailer  
PERS-408CD*

Being relatively new, I am constantly amazed at the amount of time and effort it takes to fill each billet. Regardless of the effort involved, I intend to continue to ensure the right Sailor gets the right job at the right time, and based upon my conversations with Sailors and career counselors in the Fleet, I am confident that we are accomplishing this goal.

By now you are probably all aware that the Detailer Communication Program (DCP) is in full swing, and based upon comments from the Fleet, it appears that it is a great success. The messages you receive 12 and seven months prior to your PRD, combined with the 10-month phone or e-mail contact, are all designed to prepare you for your next duty assignment. Looking at JASS a few months prior to entering your detailing window will give you an idea of the current and upcoming job trends in your language.

Changes are coming soon to the sea/shore rotation for senior CTIs. The new rotation for CTI1 through CTICM will allow us to get sorely needed leadership and experience back to the Fleet and overseas where they will do the most good. The revised rotations are:

Paygrade	Sea/Shore
CTI3	2/1
CTI2	2/1
CTI1	2/1
CTIC	1/1
CTICS	1/2
CTICM	1/2

My advice is to plan ahead when negotiating for your next duty assignment so you can have a better

choice of available jobs. Sea duty billets will continue to be top priority, so dust off the flight gear and make sure your pooppy suits meet the new uniform regulations for coveralls.

I recently attended the CTI Occupational Standards Review conference held in Pensacola. While there, I met several senior CTIs from each Fleet, theater and training commands. The work we accomplished will define what will be expected of the CTI of the future. The common goal for each language community is to produce qualified CTIs with language, cryptologic and leadership skills necessary to deploy in support of any requirement. I was extremely satisfied with the results of the conference and envision that our efforts will lead each CTI towards a career road map that will focus on DIRSUP, language training and advanced technical skills.

Fleet returnees bound for any language course at the Defense Language Institute must ensure their Defense Language Proficiency Test scores are no older than one year calculated from the start date of their language course. Failure to comply with this DLI policy could result in the loss of your class seat. In the near future, text containing this requirement will be added to the orders of students bound for Monterey. In addition, all NSGA command career counselors will be informed of this requirement.

*CTIC(SS) Jason M. Reeb  
CTI E-6 and Above Detailer  
PERS-408CE*

# CTO - State of the Rating

I would like to congratulate everyone that was promoted from the March advancement cycle and our new chief petty officers. Although the competition was once again very tough, your hard work and dedication set you apart from your contemporaries. For those of you who advanced, this is not the time to rest on your laurels. Be ready to step up and take on new and challenging leadership roles. For those who did not promote, keep charging and talk with your chain of command to determine if there is something else you can do to make yourself more competitive. Opportunities for advancement should be good for the near term; however, I can not guarantee that they will be as favorable as they were the last cycle. Nevertheless, advancement opportunities for CTOs are well above the Navy-wide averages.

If you are a female E5 with surface or air warfare designator or a female E6 and above due to rotate to a CONUS tour, there is a great need for you as a recruit division commander. If you are up to the challenge of molding the minds and bodies of our new recruits, give us a call.

The rating as a whole is in very good shape. Promotions this past cycle were at an all time high. Fleet manning is the best it's ever been, and retention is up in all categories, with record numbers of SRB payments and increased usage of the GUARD 2000 program. We are filling most networking schools to capacity, and a majority of Sailors are being awarded NECs through the OJT process. We are definitely on the road to preparing ourselves for CTN. The main reason

we are in such great shape is because of your efforts and dedication. You have met every challenge we have put before you and have come through with flying colors. Keep charging and let us know what's on your mind.

Command closures will continue to be an issue in the coming years, with commands such as NSGA Northwest and NSGA Sabana Seca, Puerto Rico closing, and NSGA Rota, Spain realigning its mission. This being the case, our opportunities for overseas duty have significantly decreased. These billets are being reutilized at other commands, and we will be watching to see how these closures affect the balance of OUTUS and CONUS billets. Nevertheless, our rotation will remain the same, with the exception of E5 and below, who will do two OUTUS tours. One tour will be overseas shore while the other will be a Type 2 or 4. If you have questions about your rotation, see your career counselor.

I would like to bid a fond farewell to CTOC(SW) Joyce as he transfers to Pensacola, Fla., to attend network training and then on to NSGA Fort Meade/DIO. He has served both his rating and the Navy proudly as the rating detailer. Fair winds and following seas, shipmate. I would also like to give a hardy welcome aboard to CTOC(SW) Hansen coming from the direct support shop in San Diego, Calif. She understands that detailing will be a very challenging assignment, but I'm sure that she is up to the task.

In closing, I'd like to say how impressed I am with your professionalism and enthusiasm towards our evolution into the CTN rating. Network centric warfare is the future of our Navy, and I'm proud to say that we will be leading the charge.

*CTOCS(SW) Joe Kelly  
CTO E6 and Above Detailer  
PERS-408CG*

## CTT - Rating Update

Congratulations to our new chief petty officers. Your hard work and dedication has finally paid off. Well done!

I'd like to take this opportunity to update you on the issues and concerns that have arisen since my last article.

**NAVETS.** Make sure you have a viable plan if you intend to separate. Recently, I have had 11 Sailors who, having reconsidered their decision to separate, have called me regarding the possibility of coming back in the Navy. To assist you in

your decision, a NAVET's rotation will, in most cases, commence with sea duty.

**Sea/Shore Rotation.** Proposed rotation for E1 through E9 will be 36 months sea/36 months shore, so please plan accordingly. For rotation purposes, sea duty will include DIRSUP (surface or subs), aircrew, PCS afloat, PC boats, SWCC and overseas non-preferred such as Diego Garcia, Bahrain, and Alice Springs Australia. Preferred overseas duty (Rota, England, Japan,

*Continued on next page*



# CTR - Consider Special Programs

Congratulations to all of the recently selected chief petty officers. The competition was once again very keen. The common denominator for the majority of those selected was, and will continue to be, sea duty! For those who desire to improve their chances for advancement, we have many sea duty opportunities for CTRSN through CTRCS.

Although we don't have MCPO sea billets, CTRCMs desiring a challenging assignment may apply for the command master chief program. Recently, CTRCM Dennis Coates and CTRCM Homer Stinson applied for, and were selected into, the CMC program. Although we regret losing their vast experience and expertise, we know that they'll do outstanding jobs as CMCs at their next commands.

Other special programs that you might consider are assignments to

recruit company commander, recruiting duty, Naval leadership instructor, equal opportunity program advisor, CAAC counselor, and a host of others. Doing a great job in any of these programs is also considered a positive move toward advancement.

To be released to any special program, the first thing you need to do is to discuss your request with your chain of command. If your command approves the request, you should contact your detailer and be ready to discuss it. Keep in mind that although your command recommends approval, you will not actually be nominated to special programs until your detailer approves the request. There are several factors that the detailer takes into account in making the decision to release you. These factors include, but are not limited to, the current manning within your paygrade and rating, PRD, branch

monthly tax (the number of personnel we are required to release to special programs) rotation, and many other factors. I've heard some Sailors ask, "Why was so-and-so released to recruiting duty, but the detailer wouldn't release me?" You must remember that when detailing Sailors, there are no two Sailors who have the exact same circumstances. Oftentimes there are issues of which you might not be aware. Some of these issues may be EFM, medical, dental, HUMs, twilight tour, billet availability, branch tax, "needs of the Navy", etc. Currently, there is a great need for recruit company commanders. If you're due a CONUS tour and desire this or any other special program, please contact either CTR1 Coss or myself.

*CTRCS(SW) Andre Henderson  
CTR E6 and Above Detailer  
PERS-408CH*

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## CTT - Rating Update, continued

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Hawaii non-deploying billets) will count as shore duty in the Sea/Shore rotation.

**Signal Analysis Labs.** SAL lab billets have increased at NSGA Yokosuka, Japan; Alice Springs, Australia; Menwith Hill, UK; Whidbey Island, Wash.; and Medina, Texas. I expect to see an increase at NSGA Norfolk and Rota in the upcoming months.

**Fleet Reserve Dates.** Be careful about reenlisting for more time than the obligated service necessary to take your next billet. Overall Navy manning is below 100%. Sailors who request Fleet

Reserve at their PRD but still have time remaining until their EAOS (what we call green card time), could be denied approval. Don't obligate for any time you don't want to do.

**EWs in CTT billets.** We're starting to write two to three orders per month. I expect this number to increase as more EWs receive their final clearances. EWs are either onboard or en route to VQ-1 Whidbey Island, Wash.; FIWC Norfolk, Va.; SSFA, Denver, Colo.; Ft Meade, Md.; San Antonio, Texas; and Key West, Fla. Most EWs will attend "C" schools en route.

**Special Programs.** It is very difficult to release CTT1s to special programs (recruiter, company commander, etc.) at the present time. If I can fill more PO1 billets at Denver and Fort Meade, I will again be able to accept nominations for special programs. Hopefully, as we assign more EWs to shore commands, it will give us greater flexibility in releasing Sailors to special programs.

That's all for now. As always keep up the good work.

*CTTC(SW) Joe Romano  
CTT E6 and Above Detailer  
PERS-408CJ1*

# CTT - Order Negotiation and You

Hello, shipmates. I am CTT1(SW/AW) Douglas Jenkins, the first CTT E5 and below detailer. Prior to this assignment, I was stationed onboard USS KITTY HAWK (CV 63). First, I want to thank CTTC(SW) Romano for giving me the opportunity to assist in managing our rating and deal with all the great people in our community. I can think of nothing greater except being FDNF, haze gray and underway.

As a new detailer, I would like to review some basics and let you know what you can expect from me. First, let me say that I am here as your advocate. My job is to present information to assist you in making informed, intelligent decisions regarding your career. I only ask that you try, as I will, to be flexible and understand that I will do everything possible to meet your needs and the needs of the Navy. You will find that, in many cases, I will be able to satisfy both your needs and the needs of the Navy.

You will be contacted twice by NAVPERSCOM. You will receive a message when you are within 12 months of your PRD. The purpose of this message is to start you thinking about where you want to go and what you want to do. You will again be contacted via phone call or e-mail 10 months prior to your PRD. At that time, we will discuss opportunities and try to resolve any issues you may have. I also suggest that you start looking at JASS about 12 months from your PRD. This will give you an idea of what my needs are and what billets I will need to fill. Your negotiation window is from nine to six months prior to your PRD. On the back of this publication you will find a chart that tells you when you must be under orders. Take this seriously! Although I am here to help you, if you wait until the six-month window to talk to me, you have significantly reduced your negotiation options (e.g., training opportunities, etc.) The sooner I hear from you, the easier the process will be. I'm willing to work with you, but I need your help. If you don't take your careers seriously, then who will? Don't hesitate to call if you have any questions.

**JASS.** Before making a JASS application, think it through, because once you make your selection, you are ineligible to put in another application. If you have a question about a billet, talk to your chain of command or give us a call. I'll either give you an answer or get you in contact with the people who can. Remember to apply for more than one job and be flexible!

**EW/CTT merger.** This is scheduled for Oct. 2003.

Already, CTTs are stepping up to the plate and filling EW billets at sea. I already have 72 E5 and below CTTs that are succeeding and generating some very good publicity for our rating. Keep these billets in mind when you are up for orders, as they are very career enhancing and could possibly provide you an opportunity to be stationed in an area you might not otherwise be able to get. Likewise, as EWs complete their final clearances, they have been selected to fulfill CTT billets ashore.

**Special Warfare Billets.** The SWCC school is back on line as the training pipeline for these billets. If you are in excellent physical condition and looking for a challenge, this could be the job for you.

To the khakis of our community, I'll need your help to succeed in this job. If you have concerns regarding the detailing process, let myself or CTTC(SW) Romano know. We will need to work together to ensure our commands continue to have the right manning to meet mission requirements. Your support has been crucial to taking care of our Sailors and helping them come to the table with realistic expectations. I will try not to assign too many junior Sailors to one command, but in many cases, I may not have any other choice. Thank you for your support and I look forward to working with each of you.

*CTT1(SW/AW) Douglas L. Jenkins II  
CTT E5 and Below Detailer  
PERS-408CJ*

## EW - The Value of Communication

Congratulations to all newly promoted chief petty officers. Well done!

It is very important, especially with the coming EW/CTT merger, that Sailors keep abreast of new developments and maintain clarity on directives and requirements that remain in effect. As the merger draws near and we continue to place EWs and CTTs in billets to help ensure a smooth transition, it has become apparent that many EWs still have not submitted the proper paperwork to obtain the required clearance.

*Continued on next page*

# CTA - JASS and Detailing System

Congratulations to the new chief petty officers! Well done! I look forward to working with you in your future endeavors.

During the few months I've been onboard, I've received many telephone calls from Sailors asking if they can apply for a billet on JASS even though they are: (a) not in the JASS detailing window, (b) not the right paygrade for the billet they desire and (c) not in the right rotation for the billet.

In keeping with the maxim that an educated Sailor is our greatest asset, I'd like to take this time to pass on my views on JASS applications and how I make my decisions regarding selection of Sailors for billets on JASS.

Priority will always be given to Sailors who are in the nine-month PRD window, in the right paygrade and in the right rotation. All things being equal, I next look at a Sailor's previous duty stations. If a Sailor is at sea and due shore duty, he or she will have priority over a Sailor currently on shore duty who is due either another shore tour or an overseas/sea tour.

Sailors serving at sea or on Type 3 duty will be looked at more favorably for CONUS assignment over those on shore or Type 6 duty.

That being said, I encourage you to apply for billets that are one paygrade above your current rank, or billets that may not be in your rotation. I also recommend that you

apply for billets even though you may be a month or so out from your nine-month detailing window. If no one else applies for that billet, you could possibly get it.

Remember, once you've applied via JASS for a set of orders and been selected, the process is over. I will not change your orders unless there are serious extenuating circumstances. I highly encourage you to research the billets under consideration prior to submitting your application.

Until next time, keep chargin' admin warriors!

CTACS(AW) Sue Paxton  
CTA Detailer  
PERS-408CK

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## EW - The Value of Communication, continued

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LCPOs and LPOs need to ensure that their personnel understand the importance of this requirement, and submit their packages in a timely manner.

As many of you are aware, we do not always have an abundance of shore duty. EWs who have the proper clearances have been able to fill CTT shore billets while others have opted for special programs such as recruit division commander, recruiting or physical security. These have been very career enhancing choices. Unfortunately, others have failed to negotiate orders due to the lack of available shore duty in their area of preference (more specifically, Norfolk, Mayport/Jacksonville, and San Diego). It is not always possible to remain in the area when you PCS from a ship. While

we do have billets in those areas, they are not always available. Also, when you hear a rumor about a particular billet being available, be sure to first verify it with the detailer.

Sailors who desire to make the best possible career decisions need good career information. Chains of command should continue to not only train their Sailors, but also to mentor them regarding their career options. This enables junior Sailors to be better prepared in defining the direction of their career.

Communication with your detailer is highly encouraged. Honest communication can better help us to assist you. If you have an issue, contact us, and we will do what we can to get it resolved. We will make every effort to meet your

needs, while fulfilling the needs of the Navy.

Throughout the year, various symposiums, merger meetings, conferences and detailer visits take place. Take advantage of these opportunities to meet with detailers on a one-on-one basis.

The future is bright. Many changes, such as additional training and educational opportunities, sea/shore rotations and an increase in shore duty options are on the horizon. These changes are closer than you may think. If you have any questions, contact EWCS Lanham or myself.

EWCS(SW/IUSS) Theresa G. Thurman  
EW E5 and Below Detailer  
PERS-408CLI

## Sea Special Programs

# Nine New Arleigh Burke DDGs

Calling all Sailors, Calling all Sailors! New Construction has nine new Arleigh Burke-class DDGs waiting for you!

PERS-409 New Construction is detailing SHOUP (DDG 86) for Everett, Wash., MASON (DDG 87) for Norfolk, Va., PREBLE (DDG 88) and MUSTIN (DDG 89) for San Diego, Calif., and CHAFEE (DDG 90) for the West Coast. We have four more to follow! The CNO has not released the official homeport messages for MUSTIN and CHAFEE, but we are taking Sailors for these ships. Once the Crew Scheduling and Phasing Plan (CSPP) arrives for DDGs 91-94, we will begin detailing those ships.

To get a billet on a new construction ship, you must contact your rating detailer. Rating detailers are given an updated new construction billet list each week. The list indicates billets available as far out as one year. If you are interested in a precom ship, you may contact us for information, but we cannot hold a billet for you. You must contact your rating detailer and request a new construction billet. If your rating detailer releases you to PERS-409, we will be presented with your nomination. At that point, PERS-409 will write your orders. It's easy.

Within 10 days of receipt of your new construction orders, you must complete the screening process.

ENLTRANSMAN Ch. 10 and our web site contain the screening requirements for new construction. In addition to new construction screening, sea duty screening must be completed. Upon completion of these screenings, a message stating whether or not you are suitable for new construction must be sent to PERS-409.

New construction orders require a 24-month obligation from the date of the ship's delivery. Delivery is the day the Navy takes custody of the ship, not the commissioning! The crew moves aboard upon delivery. Approximately three months after delivery, the ship will commission and sail to its homeport. Once delivery occurs, PERS-409 no longer writes orders for this ship. All billets are then turned over to rating detailers.

You may contact any of the PERS-409 new construction detailers via e-mail or phone for information on our billets or check out our web site at [www.bupers.navy.mil/pers409](http://www.bupers.navy.mil/pers409). We look forward to working with you. Stay safe out there.

*HT1 (SW) Jodi L Hendrix  
New Construction Detailer  
PERS-409CD6*

## New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
MCCAMPBELL	DDG 85	San Diego	March 2002	BMCS(SW/FMF) Beaman
SHOUP	DDG 86	Everett, WA	Feb. 2002	HT1(SW)Hendrix
MASON	DDG 87	Norfolk	March 2002	FCC(SW)Hummer
PREBLE	DDG 88	San Diego	Aug. 2002	AE1(AW/SW) Taranski
RONALD REAGAN (Air)	CVN 76	*Pacific	Feb. 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN (Surf)	CVN 76	*Pacific	Feb. 2003	ABHCS(AW) Kons
MUSTIN	DDG 89	*Pacific	March 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	*Pacific	April 2003	ET1(SW/AW) Baker
USS COLE	DDG 67	Norfolk	Feb. 2002	AE1(AW/SW) Taranski
PINCKNEY	DDG 91	*TBD	Oct. 2003	HT1(SW) Hendrix
MOMSEN	DDG 92	*TBD	Oct. 2003	PERS409 Detailers

\*No official homeport announced

# New Sea Special Programs Detailer

Greetings, shipmates. I'm FCC(SW) D. R. Burgess, newly arrived to the Homeport Change/Decommissioning side of Sea Special Programs. I'm reporting from USS VALLEY FORGE (CG 50) after serving as Combat Systems Maintenance Manager. I have relieved recently commissioned Chief Warrant Officer Villamento who moved on

## LCACs Need Navigators

Are you a hard-charging OS3 or QM3 looking for a challenge in today's high tech Navy? The Landing Craft Air Cushion (LCAC) program has opened navigator positions (NEC OS 0304) to third class petty officers; however, we are still accepting second and first class petty officers for this exciting and demanding position. Navigators are entitled to Special Duty Assignment Pay and a Selective Reenlistment Bonus.

LCAC engineer positions are open to E5 and E6 GSs and ENs, and craftmaster positions are open to all ratings E7 and above. LCAC is also open to women. If you're ready to step up and accept the challenge, we've got a job waiting for you! If you are interested in LCAC, read ENLTRANSMAN Ch. 9 or go to our web page at [www.persnet.navy.mil/pers409/](http://www.persnet.navy.mil/pers409/) to see if you qualify. Become an LCACer today!

*BMCS (SW/FMF) Tim Beaman  
LCAC Program Detailer  
PERS-409CD4*

to CAG NINE. I wish him the best of luck and fair winds and following seas. For me, this duty station is a dream come true. To be in a position to have a profound, positive effect on the lives of Sailors and their families is every chief petty officer's goal. This tour of duty will complete a circle for me, because I have been on ships that have decommissioned or changed homeports. During those times, Sea Special Programs worked behind the scenes and assisted with my transition.

Our mission is to coordinate

and act as a single point of reference for the homeport change and decommissioning process. We are here to ensure a smooth and painless transition to either a new homeport or tour of duty. I look forward to working with you. If you have any questions, visit our web site [www.persnet.navy.mil/pers409](http://www.persnet.navy.mil/pers409).

*FCC (SW) Danny R. Burgess  
Decommissioning/Homeport Change/  
Shore Disestablishments  
PERS-409DC*

## New AD/AE/Physical Security Detailer

Hello, shipmates. I'm AEC(AW) Kurt Sperry, one of the newest members of the detailing team. I want to say farewell to AECS(AW) Dave Sievers and wish him the best of luck at HSL-60 in Mayport, Fla.

I am extremely excited to be the detailer of ADs, AEs and physical security personnel from E1-E7. This has been a goal of mine since I was an E5. I assure you I am dedicated to meeting the requests of the Sailors and the needs of the Navy. My goal is to have a win-win scenario in all detailing matters. To do this there must be good communication between the Sailor, the commands and myself. I strongly urge all Sailors to contact me ten months out from their PRD. This

will greatly enhance that win-win scenario. The earlier I know the desires of the Sailor, the sooner I can begin working toward meeting that request.

Remember, it is tough to make rate, and when your detailer suggests an assignment that will enhance your career, he is talking from experience. Be open to suggestions, your detailer wants you to succeed as well as have a fun and productive career.

Once again, please contact me approximately ten months out to ensure a win-win scenario. Thanks for your time and have a great Navy day.

*AEC(AW) Kurt Sperry  
AD/AE/Physical Security  
N410*

## Shore Special Programs

# Recruiting Duty Web Site

Greetings from Millington, Tenn. I hope this LINK article finds all of our Sailors enjoying a successful career. In an effort to help maintain everyone's success, keep our Navy strong and supply enough motivated volunteer recruiters, I would like to point out a valuable tool for all shore duty eligible Sailors - the shore special programs web site.

Anyone with web access can get all the latest gouge by following these simple instructions. First, go to [www.persnet.navy.mil](http://www.persnet.navy.mil). This will bring up the Navy Personnel Command web site. On the left of the page, click on Detailers. Follow the links PERS-40, PERS-4010 Shore Special Programs and Recruiting. This brings up the PERS-4010C (recruiting) page. Using the options on this page, anyone can find all the information needed to make a good decision to go recruiting. This site is designed to give the Fleet Sailor access to all the information on recruiting including qualifications, benefits, priority fills and access to the

detailing and recruiter selection team.

After surfing our web site and selecting a Navy Recruiting District, (as identified by our Hot Picks listing), all a Sailor has to do is click on one of the hyper-linked e-mail addresses for the recruiting detailers and drop us a short (or long) e-mail stating what is desired, and when. It's a very good idea to get released by your rating detailer first, but we can go to the rating detailers with your e-mails, especially if a Sailor is trying to fill our hot picks. Don't forget to include your SSN in the e-mail. As always, we are still accessible via telephone, so if you don't have web access, give us a call. Our phone numbers are listed in the back of the LINK. We are looking forward to hearing from you all.

*MMCS(SW) David L. Ehrhart  
Recruiting Detailer LCPO  
PERS-4010C1*

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# Are You Ready to Train Your Relief?

I am BMCS(SW) MERCER, the recruit division commander (RDC) detailer. If you are looking for something new, challenging, and very career enhancing, then RDC duty may be for you. The RDC screening requirements can be found in ENLTRANSMAN Ch. 9. If you are a motivated second class petty officer who doesn't meet the time-in-rate and time-in-service requirements, give me a call to see if you are eligible for a waiver. As long as your command gives you a favorable endorsement and they request the waiver, you may still be eligible for RDC duty. Make sure you talk to your rating detailer to be released to special programs. If you are told "No," give us a call or submit a 1306/7 for consideration.

Some of the benefits of RDC duty are:

1. \$350 per month special duty assignment pay.
2. Additional annual clothing allowance of about \$300.
3. Free dry-cleaning services.
4. Top priority on the housing list.
5. Great local school system.
6. RDC ribbon.

7. Opportunity to earn a master training specialist qualification (similar to warfare qualification on shore duty).
8. Advancement rate to chief and senior chief close to double the Navy-wide average.
9. Exceptional opportunity to develop leadership skills.
10. Choice of coast for follow-on assignment.
11. Improved quality of life with now three RDCs per division.
12. Command advancement program.

If you would like more information on this fantastic, career-enhancing duty, visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html). You can even contact RTC for more information. Their web site address is <http://www.ntcgl.navy.mil/rtc.htm>.

*BMCS(SW) MERCER  
RDC Detailer  
PERS-4010D*

## Shore Special Programs

### EOA/CAAC/NLTU Detailer

Hello, I'm GMC(SW) Eric C. Green reporting from USNH Rota, Spain, and I am glad to be onboard as the new CAAC, EOA and NLTU detailer. I look forward to helping each Sailor looking for a challenging and rewarding tour.

Congratulations to our newly selected chief petty officers. The selection process was once again, very competitive. It makes all the hard work and tough job assignments worthwhile. There are many opportunities for newly promoted

chiefs at counseling and assistance centers, as equal opportunity assistants or with a naval leadership training unit.

The billets are advertised on JASS. Just enter the NEC 9519 or 9522 for CAAC, 9515 for EOA, or 9518 for NLTU in the community block. Unfortunately, you may not apply for a special program billet through JASS as this is a read-only file. If you wish to negotiate for a billet, you must contact your rating detailer and request to be released to

the specific program and then contact me to obtain that billet. For more information, see our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

Thanks to GMC(SW/AW) Arguello for his hard work. Good luck on your retirement.

*GMC(SW) Eric C. Green  
EOA/CAAC/NLTU Detailer  
PERS-4010D1*

### Looking for the Right Shore Duty

Look no further than shore special programs. I am SM1 Cline and I will do everything I can to help you find the job that will be challenging, rewarding and beneficial to your career.

In special programs we work to man our commands with the most highly qualified Sailors the Fleet has to offer. The opportunities are boundless when you think of what we offer: corrections specialists stationed anywhere from consolidated brigs to pre-confinement facilities, from Japan to Germany; survival instructors doing a valuable service to those who go behind enemy lines to accomplish the mission; and female instructors and mentors working with "A" schoolers providing guidance and years of experience. Also, little known Naval Absentee Collection Center in Great Lakes, Ill., is looking for mature hardworking individuals who do not mind traveling, retrieving our wayward

Sailors and transporting them back to the command they left. It goes on and on. Remember we have numerous requests for our billets. Getting released from your rating detailer speeds up the process when you call. GUARD 2000 is also a good tool to use, but remember, we have to have a valid open requisition when considering the request.

If you have questions or comments visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html). Click and let the negotiations begin.

*SMC(SW) Kenneth Cline  
Brig/NACU/SERE/Women Ashore  
PERS-4010D2*

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## Shore Special Programs

# Serve Your Commander in Chief

Have you ever thought of working for the President? Meeting heads of foreign countries, senators, congressmen and other high profile officials you thought you would never meet? The possibilities increase significantly with one of the assignments in this article. We need outstanding Sailors, like you, all the time. If you pass the screening process, you could be assigned to duty in the White House, White House Communication Agency, HMX-1 or Camp David. You must be a volunteer, have a sharp record with superior evaluations, meet Navy physical

readiness standards, pass a personal interview, possess or be eligible for a high-level security clearance, have a warfare pin, and have served at sea. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, CE, BU, UT, PH, ABH and JOs, though on occasion, opportunities become available for other ratings as well.

You can be looked at 18 months prior to your PRD for presidential support duty. This timeframe is needed to complete the required security clearances. For more information, you can visit our web site at [www.persnet.navy.mil/](http://www.persnet.navy.mil/)

[pers4010/index.html](http://pers4010/index.html); however, Camp David and the White House Communication Agency have their own recruiters. You can contact them direct: Camp David at (301) 271-1400 and White House Communication Agency at (202) 757-5156/5148.

*YNCS(AW) Schmidt  
Major Washington and Memphis Staffs  
PERS-4010FW*

*YN1(SW) Kingston  
Headquarters Activities  
PERS-4010F1*

## Are You Qualified for an "A" School?

The following are recent changes to the ASVAB scores required for "A" schools. If you are interested in applying for one of the following ratings, make sure you qualify under the new scores below. The old scores are no longer valid.

AG	VE+MK+GS=165
BU	AR+MC+AS=140
CE	AR+MK+EI+GS=158
CM	AR+MC+AS=158
EA	AR+2MK+GS=210
EO	AR+MC+AS=140
ET(SS)	AR+MK+EI+GS=222 or VE+AR+MI+MC=222
FT	AR+MK+EI+GS=222 or VE+AR+MI+MC=222
MM(SS)	VE+AR+MK+MC=210
MS(SS)	AR+MK+EI+GS=200 or VE+AR+MK+MC=200
MT	AR+MK+EI+GS=222 or VE+AR+MC=222
PN	VE+MK=105 or VE+MK+CS=157
RP	VE+MK=105 or VE+MK+CS=157
SK(SS)	AR+MK+EI+GS=200 or

	VE+AR+MK+MC=200
STS(SS)	AR+MK+EI+GS=222 or VE+AR+MK+MC=222
TM	AR+2MK+GS=196
SW	AR+MC+AS=140
UT	AR+MK+EI+GS=200
YN	VE+MK=105 or VE+MK+CS=157
YN(SS)	AR+MK+EI+GS=200 or VE+AR+MK+MC=200

If you do not meet the ASVAB requirements but still wish go to "A" school, you may retake your ASVAB test as outlined in MILPERSMAN 1236-010 and NAVADMIN (213/00) DTG 142131ZAUG00. There is no longer a limit to the number of times you can retake your ASVAB test.

For more information, contact any PERS-4010S detailer. Our phone numbers are in the back of LINK or visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*PN2(SW/AW) Ensign  
"A" School Assignments  
PERS-4010S5*



## Shore Special Programs

# Consider Embassy Duty

Interested in attaché (embassy) duty? If so, embassy duty is rating specific. YNs, PNs and SKs should contact your rating detailer at least one year prior to your PRD for release to shore special programs. When released by your rating detailer, contact me to identify available billets. You must meet the following minimum qualifications:

- E5 or senior.
- Must be able to obtain a top secret SCI security clearance.
- No NJP or civilian convictions within the last three years.
- No record of drug or alcohol abuse.
- Excellent moral character and sound judgement.
- No financial problems.
- Member and all immediate family must be U.S. citizens.
- Member and family must screen for isolated overseas duty.
- Ability to type 40 words per minute.

- Upon selection, member must pass a counterintelligence scope polygraph exam.
- Minimum DLAB score of 100 (for countries requiring language training).

After you choose an available billet, I will send a flag screening message to your command. When your command says you are qualified, you must then send a nomination package to ONI in Washington, D.C. If approved, I will write you orders to your new command. IS and CTA personnel can obtain orders to embassy duty from their rating detailers. Be sure to notify them of your desires one year prior to your PRD.

I look forward to working with you in the future. For any other questions, visit our web site at [www.persnet.navy.mil/pers4010/index.html](http://www.persnet.navy.mil/pers4010/index.html).

*PNC(AW) Preston  
PEP/Attache/NATO/Joint Placement  
PERS-4010G*

# Physical Security Offers Variety of Overseas Duty

If you are a hard-charging Sailor looking for a rewarding tour, then law enforcement specialist duty may be for you. We have great billets in exotic duty stations such as Souda Bay, Crete; Sigonella, Sicily; Naples, Italy; Rota, Spain; Guantanamo Bay, Cuba; Keflavic, Iceland; and Atsugi, Okinawa, Sasebo, Misawa, or Yokosuka in Japan. Physical security provides excellent law enforcement training and numerous overseas duty opportunities.

When submitting a GUARD 2000 request, please contact one of the physical security detailers first to ensure the billet is available. Physical security duty is very

challenging and career enhancing. Requirements for physical security duty can be found in ENLTRANSMAN Ch. 9 to ensure that you qualify for this type of duty. For more information, contact your command career counselor or check out our web site at [www.bupers.navy.mil/pers4010/index.html](http://www.bupers.navy.mil/pers4010/index.html).

*BMC(SW/AW) Robinson  
Physical Security E6/Leading Detailer  
PERS-4010E*

*TM2(SW) Fisher  
Physical Security E1-E4 Detailer  
PERS-4010E1*

*LINK* is available on the BUPERS CD-ROM, and on the Internet, at:

[www.bupers.navy.mil](http://www.bupers.navy.mil).

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## Joint TAD Opportunities

# Employ Your Expertise on Joint Duty

Here is your opportunity to contribute to real-world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs and ADSW funding

is available for reservists.

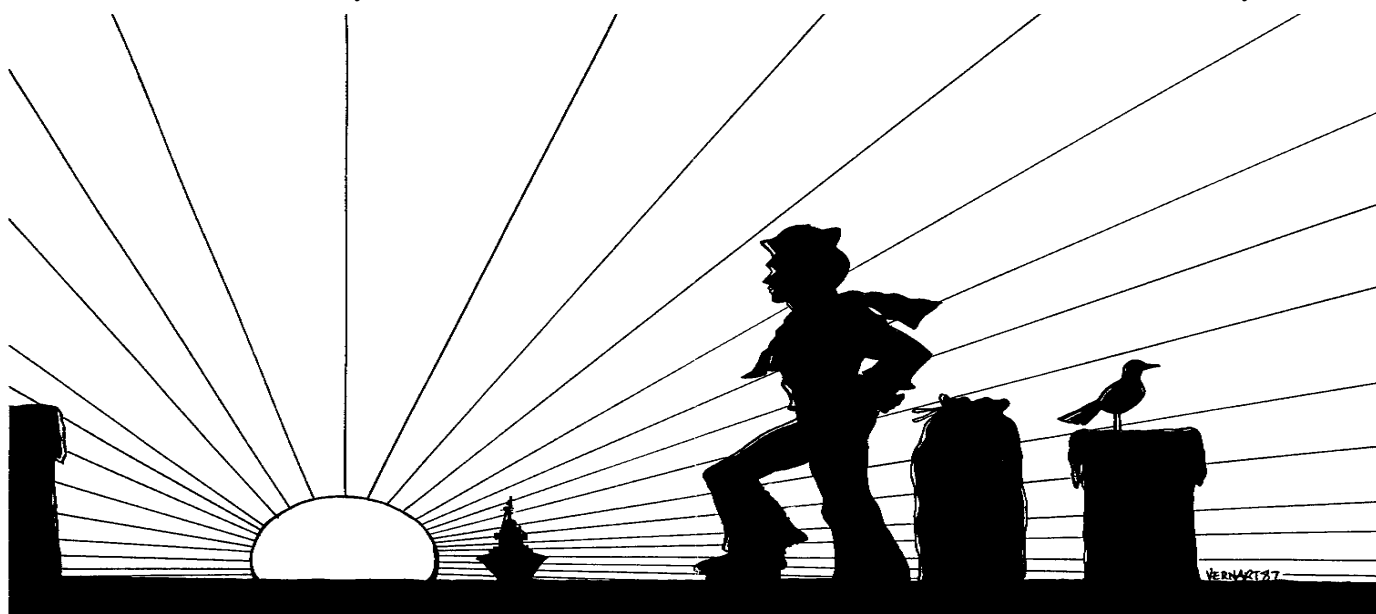
Can't go right now? CNO N123C maintains a database of volunteers for future assignments. Visit our web site at [www.bupers.navy.mil/jtad/jtad.html](http://www.bupers.navy.mil/jtad/jtad.html) or contact PNC(AW) Cathy Drew or myself for more information. Look for code N123C in the Enlisted Community Managers /Technical

Advisors section of the *LINK* directory for telephone numbers and e-mail addresses.

*CDR John Kroft  
CNO N123C*

## TAD Opportunities

Billet #	Billet Title	Requirements	Date	Days	Location
CTF-FA 1735	Serb/Croat Linguist	Min. E5, CTI, TS/SCI	13Nov01	179	Ft. Meade
CTF-FA 1350	Senior Analyst	Any CTI, TS/SCI	01Nov01	96	Ft. Meade
NICP-018	CSG Analyst	E6/CTR, TS/SCI	08Nov01	179	Kosovo
LS005	Intel. Specialist	IS, E4-E7	01Dec01	179	Venezuela
UHAVN1-032	Radioman	IT2, Secret, Male	01Jan02	179	Riyadh
UHAVN1-004	PAO NCO	JO1, Secret	01Apr02	179	Riyadh
UHAVN1-033	ADSI Maint. Plans	FC/ET, E6, Secret	01Jan02	179	Riyadh
UHAVN1-037	GCCS Sys. Admin	IT2, 2776/2720	01Jan02	179	Riyadh



# LINK Survey

## Tell Us What You Think About *LINK*

The editors of *LINK* need your help in making this magazine the best it can be. Your input is valuable, and will help us publish an even better *LINK* Magazine in the future. Please circle your choices on the survey and fax or mail your survey to us (see below). The survey will only be used by *LINK*, and you will not be asked to provide your name or any individually identifiable information. Thank you for your help!

1) *LINK* gives me career information that is useful, accurate and valuable.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

2) I find the articles written by my detailee to be useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

3) I find the articles written by my Enlisted Community Manager and Technical Advisor useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

4) I find the articles in the "Put In For My Outfit" section of *LINK* useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

5) An article in *LINK* has influenced my decision to continue my college education, apply for a commission, pursue an "A" or "C" school or convert to another rating.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

6) *LINK* has been helpful to me in making career decisions.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

7) *LINK* would be more useful if more copies were mailed to my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

8) It's easy to find copies of *LINK* at my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

9) Do you have access to the Internet?

Yes/no

10) Have you been to our Web Site ([www.bupers.navy.mil/periodicals](http://www.bupers.navy.mil/periodicals))?

Yes/No

11) What would you change about *LINK* to make it more informative, useful or readable? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Demographic info:**

Your rank:

- a) E1-E3
- b) E4-E6
- c) E7-E9
- d) warrant officer
- e) officer

Your rating: \_\_\_\_\_

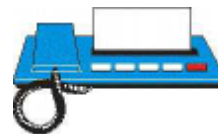
Years in Navy: \_\_\_\_\_

Duty location

- a) Sea Duty CONUS
- b) Shore Duty CONUS
- c) Sea Duty Overseas
- d) Shore Duty Overseas
- e) Other

### Give Us Your Opinion!

Return your survey by fax at DSN 882-2613, Comm (901) 874-2613.



or,

Return your survey by mail to:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Navy Personnel Command**  
**LINK Magazine / PERS-05**  
**5720 Integrity Drive**  
**Millington, TN 38055-0500**

Take this survey online at [www.bupers.navy.mil/periodicals](http://www.bupers.navy.mil/periodicals), and click on "LINK."

## Put In For My Outfit

# Afloat Training Group Western Pacific

ATGWP is looking for top performers to train the Navy's only forward deployed naval force in the most current technology and procedures.

The experience gained at ATGWP prepares Sailors for success. Professionals with high standards and solid performance records can expect to conduct underway and classroom training, culminating in significant qualifications such as Distinguished Instructor, Afloat Training Specialist and Master Training Specialist, qualifications which increase competitiveness at selection boards and broaden opportunities for post-Navy employment.

Safe, supportive communities enhance your tour. ATGWP is located at Fleet Activities Yokosuka, Japan,

which recently won its third CINC's Installation Excellence Award over a four-year period. Our detachment personnel in Sasebo also live in a



top-notch Navy community. Children attend DOD schools staffed by highly qualified, motivated personnel. Certified, affordable daycare is available in both places, and recreational facilities are fully equipped. In addition, many ATGWP

Sailors complete Bachelor's and Master's degrees at universities sponsored by the Navy College Program. This isn't Kansas; however, a friendly culture exists in both locations where people go out of their way to help you deal with the challenges of living overseas, and to explore the country's traditions and sites.

Many ATGWP Sailors complete two or three consecutive tours on sea or shore duty in Yokosuka and/or Sasebo. There are reasons for this. Japan is a great place to live and work, and the job at ATGWP is rewarding and fun! For more information, visit our web site at [www.atgwp.navy.mil](http://www.atgwp.navy.mil). At ATGWP, we forge the sword!

# Safeguard Fleet at COMOPTEVFOR

Commander Operational Test and Evaluation Force (COMOPTEVFOR) is seeking innovative, energetic and dedicated individuals to lead the Navy in the ever-changing world of operational testing and evaluation.

COMOPTEVFOR is the Navy's sole agency for operational test and evaluation of new or improved capabilities for Fleet use.

Located in Hampton Roads, Va., COMOPTEVFOR provides a challenging and rewarding work environment to individuals desiring involvement with leading edge technology, acquisitions, and operational test and evaluation programs.

COMOPTEVFOR is divided into eight divisions, each working on

the forefront of technological advancements and offering the



opportunity to become a team member of our small, but effective force.

For the family-oriented, the surrounding area offers great schools,

both at the elementary and secondary levels. Opportunities also exist to pursue degrees from the many local colleges and universities.

Furthermore, the area is surrounded by such attractions as amusement parks, museums, Washington, D.C., Colonial Williamsburg, Jamestown, the Outer Banks and many other destinations. The area also offers a bustling nightlife, the Virginia Beach resort area, fishing, golfing, festivals and much more.

Start your next career-enhancing move by contacting our CCC at (757) 444-5546 ext. 3191 or CMDMC Busby at ext. 3107 or visit [www.cotf.navy.mil](http://www.cotf.navy.mil). Help make a difference in your Navy by becoming a part of our team.

## Put In For My Outfit

# MA and 9545 - GTMO Out of Next Tour

This is the place! Security Detachment, Guantanamo Bay, Cuba, offers exciting overseas or Type 3 duty and a challenging law enforcement and force protection assignment, and we are only a few hours flight away from Jacksonville, Puerto Rico, or Jamaica. Our security forces are employed in a wide range of duties including harbor patrol, animal control, flight line security, military working dog and migrant camp operations.

Are you Spanish language capable? Security force members who have the skill find it useful in day-to-day operations throughout the base.

Naval Station GTMO is renowned for its great singles or family environment and programs. We have great schools (K-12) and first rate medical and dental facilities. Cuba's unspoiled reefs make it a premier location for SCUBA diving, fishing and boating. Nightly outdoor movies, golfing, swimming pools, bowling and community center programs are just a few of the free activities you can take advantage of at GTMO.

There is always time for off-duty education. Undergraduate and graduate courses are readily available.

Immediate occupancy of individual BQ rooms awaits our single Sailors, and our families are assigned to family housing quarters with minimum delay.

Join our winning team now! Our mission is to provide operational and logistical support for operating forces of the Navy, Department of State, Coast Guard, and the Drug Enforcement Agency while overseeing intelligence and migrant operations for various federal government departments. Security Detachment GTMO offers assignments in both



security and migrant camp operations, so ensure you specify your desires when speaking with your detailer.

For more information about our winning team, visit our web site at [www.usnbgtno.navy.mil](http://www.usnbgtno.navy.mil) or contact our command career counselor at DSN 723-3960 ext. 4488 or e-mail [n104a@usnbgtno.navy.mil](mailto:n104a@usnbgtno.navy.mil).

## Be a Plankowner on MASON

If you are looking for a professionally rewarding sea tour, consider joining the USS MASON (DDG 87) precommissioning crew. We are a fast growing unit, dedicated to continuing our namesake DE 529's tradition of teamwork and innovation. The crew of DE 529 fought bravely in World War II while carrying the proud distinction of being the first black crew on a U.S. Navy combatant ship. DE 529 paved the way for racial equality in our armed services.

The ship is being built at Bath Iron Works in Maine while our crew trains to bring this spectacular warship to life. MASON will deploy the Navy's most advanced AEGIS combat system including Evolved NATO Sea Sparrow Missile (ESSM), Cooperative Engagement Capability (CEC), and Navy-wide Theater Ballistic Missile Defense

(TBMD). We are pushing cutting edge computer technology to the limits to enhance our crew readiness, productivity and quality of life.

Ship's services, from the laundry to crew entertainment, are being built with Sailors in mind first. The MASON will be the ninth Arleigh Burke-class Flight IIA ship. Once commissioned in early 2003, she will be home ported in Norfolk, Va., under operational command of COMDESRON 26. New construction billets do not appear on JASS requisitions, so take the time to visit the MASON web site at [www.spear.navy.mil/ships/ddg87/index.htm](http://www.spear.navy.mil/ships/ddg87/index.htm) for available billets, or see Sea Special Programs on page 84.

If interested, contact the precommissioning detachment in Norfolk at (757) 444-8100 ext. 341.





## Put In For My Outfit

# Best Job in Navy for an OSC

Are you tired of the same old thing and looking for a refreshing change? Are you a top-performer who is up to the challenge of a unique leadership billet? See the Pacific in style aboard ships of Military Sealift Command.

Military Sealift Command is looking for a few good OSCs to lead the military detachments aboard its fleet oilers (T-AO) and ammunition ships (T-AE) forward-deployed in the Pacific area of responsibility. These billets were previously filled by CWOs and LDOs but are being turned over to OSCs.

As Chief Petty Officer in Charge (CPOIC), you will work directly for a civilian master and be responsible for planning and coordinating all fleet logistics operations, communications, replenishments and training evolutions. In addition, you will be the leader of the military detachment and be responsible

for all aspects of military life.

There are many other “perks” to duty aboard these ships. Most will have a private stateroom. In addition, you will earn an additional \$165/month in Special Duty Assignment Pay (SDAP).

This duty isn’t for everyone. Besides the real challenge of independent leadership, these ships are forward deployed 365 days per year - it’s like being on deployment continuously. The assignments are one year in duration.

If you would like to know more about opportunities with Military Sealift Command, contact your detailee or call us. In the Pacific, contact Master Chief Rik Alberto at DSN 524-9609, Comm (619) 524-9609, or e-mail [encm.alberto@mscwest.msc.navy.mil](mailto:encm.alberto@mscwest.msc.navy.mil). In the Atlantic, contact Master Chief Frank Turnbull at DSN 646-5605, Comm (757) 443-5605.

# Air Maintenance Instructor in JAX

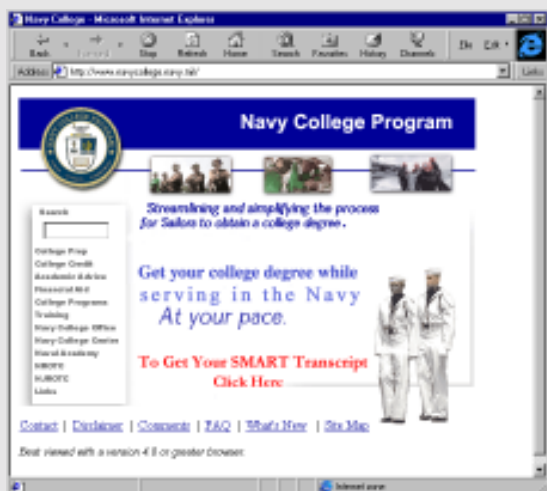
How do *you* plan to break out from the pack at the selection board? At one time, EAWS was the key, but now it is mandatory. How about getting your “safe for flight” qualification in maintenance? That is

a step in the right direction for the aviation maintenance ratings, but the competition is strong and many of your peers are punching those tickets also. Now consider this - how many of your competitors have a Master Training Specialist (MTS) qualification? With some research, you will find there are not many. You could earn yours during a tour at NAMTRAU Jacksonville, Fla.

The Jacksonville area holds many off-duty education opportunities where service members as well as dependents can earn or complete a college degree. Housing and job opportunities for dependents are abundant. If your experience is in P-3C, S-3, H-60 or support equipment, and you are willing to take on a challenging instructor tour, we are the career move you are looking for.

The future of our Navy lies with the young men and women passing through training commands on their way to the Fleet. Your knowledge and experience will shape a young Sailor’s future. Your influence is the foundation for their career in the Navy. For more information, contact our CMC, AVCM Klopfenstein, or CCC, AMS1 Pender at DSN 942-5362, Comm (904) 542-5362.

*College credits for your Navy experience.*



[www.navycollege.navy.mil](http://www.navycollege.navy.mil)

## Put In For My Outfit

# Hawaii - Another Day in Paradise

Calling all ITs and ETs! Need some excitement and challenge? Then rediscover life in magnificent Hawaii. Come join us and be a part of the island "Ohana" (family) at the Naval Computer and Telecommunication Area Master Station, Pacific (NCTAMS PAC) at Wahiawa on the island of Oahu.

If you can see yourself enjoying a sumptuous luau, heading to Waikiki's pristine beaches or catching the perfect wave at the renowned North Shore, then you have done the hard part already.

Your next assignment could

be at the largest naval communications station in the world, managing and operating a full range of ADP and information technology resources and services, as well as maintaining a full communications suite of defense message system services to the Fleet and Pacific shore facilities.

The islands have something for everyone — golf, tennis, mountain biking, deep-sea fishing, scuba diving, surfing, parasailing, hiking, ocean rafting, museums, symphonies, nightclubs, and so much more; and it's available at discount rates through our MWR services.

Additionally, our chapel and Fleet and Family Service Center provide an active recreation and entertainment program and free classes for you and your family.

If you want a challenging, rewarding position that offers newly refurbished quarters, new facilities including an exchange complex and full service gymnasium, and the opportunity to continue your education, contact your Command Career Counselor or call Comm (808) 653-5511, DSN 453-5511, or fax (808) 653-0060. You can also visit our web site at [www.nctamspac.navy.mil](http://www.nctamspac.navy.mil). See you in lovely Hawaii...Aloha.

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## "Team Indy" at NRD Indianapolis

Looking for an exciting change in your career? Navy Recruiting District Indianapolis is your answer.

District headquarters are in Lawrence, Ind., on the former Fort Benjamin Harrison Army post. The district covers most of Indiana, nine counties in Northern Kentucky, 14 counties in Southwest Ohio and four counties in Eastern Illinois, and is divided into five geographic teams. In all, the district contains 35 recruiting stations and seven part-time offices. We cover the major cities of Indianapolis, Cincinnati and Dayton, which host two NFL teams, one NBA team, a major league baseball team and four minor league hockey teams between them. There are also

many other minor league franchises throughout the region. In Indianapolis, we have the



world's largest children's museum and more military monuments than anywhere in the nation; and last

but not least, we are also home to the largest spectacle in racing, the Indianapolis 500, along with the Brickyard 400 and a brand new Formula One race.

We are an up-and-coming recruiting district looking for Sailors who want to make a difference and recruit tomorrow's Navy. We work hard, but we play hard as well. Last year's command banquet was held at the French Lick Resort, and this year's picnic was held at Six Flags in Louisville, Ky.

If you want the opportunity to make a difference in a young person's life, contact our career counselor at 1-800-553-1146 ext. 104, or the chief recruiter at ext. 131.

# Come Home to NRD Buffalo

If you're from New York State or western Connecticut, enjoy talking to people, and are looking for rewarding shore duty, consider recruiting duty under Navy Recruiting District (NRD) Buffalo.

NRD Buffalo encompasses more than 40 recruiting stations across 48,000 square miles of beautiful mountains, lakes, farms and scenic highways. With four distinct seasons, you can enjoy everything from camping and snow skiing in the Adirondack and Catskill Mountains

to rafting and tubing on the area's many rivers.

Summers are mild, so if you like fishing, water skiing and sailing, our district includes Lake Placid and the Finger Lakes and hugs the Great Lakes. Fall colors are spectacular and winters are picturesque, especially if you enjoy a white Christmas. Yes, it snows, but keep in mind we have some of the best skiing in the country.

Our command doesn't include New York City or Long Island, but

they are near enough to enjoy, and Niagara Falls and the Canadian border are just 30 minutes from downtown Buffalo. Additionally, our area offers a diversity of culture from the Buffalo Philharmonic to wine tasting at the region's many vineyards to the Cooperstown Baseball Hall of Fame. From the horse races at Saratoga Springs to the beaches in Connecticut, there's something for the whole family.

Some areas of concern for Sailors coming from sea duty are pay and benefits, professional development and family life. If you're concerned about losing sea pay, Navy Recruiters earn an extra \$375 per month plus some reimbursable expenses to perform their duties. Additionally, completion of a 36-month recruiting tour counts as 18-months of sea duty for rotation purposes. We also have TRICARE Prime Remote to ensure you and your dependents receive the medical care they need.

If off-duty education is a priority, our area encompasses many universities and two- and four-year colleges, including Ivy League colleges like Yale University and Cornell, to obtain a degree. A self-motivated Sailor can make a great career move by coming to NRD Buffalo.

Help yourself while helping the Navy. Recruiting is open to all rates E-4 and above. Additionally, YNs, PNs and SKs are needed in support billets. For more information, contact our command master chief at (716) 551-4998 ext. 23, or e-mail [SarverS@cnrc.navy.mil](mailto:SarverS@cnrc.navy.mil).

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## Recruiting by the Bay

Are you looking for something new and exciting? A recruiting tour at Navy Recruiting District (NRD) San Francisco offers the rewarding challenge of enlisting the Sailors of tomorrow, as well as being one of the only Navy billets in the Northern California/Bay Area.

NRD San Francisco consists of 56 field recruiting stations throughout Northern California and parts of western Nevada. The district headquarters are located in Mountain View, Calif. at Moffett Field. Applicant processing, including classification and physical examinations are performed at Military Entrance Processing Stations (MEPS) in San Jose and Sacramento, Calif.

Our mission is to recruit the highest quality men and women for

enlisted and officer programs to meet the Navy's quantitative, qualitative and program needs as specified by Navy Personnel

Command. Recruiting goals must be achieved with integrity and require the dedication and professionalism of the finest Sailors in the Navy. Our command motto is "The Best in the West" – and we welcome the best to join our team.

The area encompassed by NRD San Francisco is filled with many great attractions, such as of San Francisco, Monterey Bay, Lake Tahoe, and Reno, Nev., to name a few.

For more information, contact our command career counselor at DSN 359-9606, Comm (650) 603-9606 or e-mail [ca\\_sf@cnrc.navy.mil](mailto:ca_sf@cnrc.navy.mil).





## Put In For My Outfit

# CTs Wanted at NSGSD Norfolk

Are you looking for a change, a challenge, a chance to be a part of a team unlike any you will experience in the cryptologic field? If so, you're ready to join us at Naval Security Group Support Detachment (NSGSD), Norfolk. Located onboard CINCLANTFLT in Norfolk, Va., our mission is to provide expert technical cryptologic assistance and planning, and tasking for worldwide assets in support of CINC mission objectives.

Norfolk and the Hampton Roads area offer a multitude of recreational choices from the beautiful beaches of Virginia Beach to historic Williamsburg.

If you want to begin or continue off-duty education, our command fully supports all areas of personal and professional development. You will find a large selection of colleges in the area including Old Dominion University, Hampton University, Norfolk State, and many more.



Assignment to NSGSD Norfolk offers extensive Temporary Additional Duty opportunities both CONUS and OCONUS. A tour of duty at NSGSD Norfolk is for energetic Sailors who work well in a team environment, are willing to accept and overcome challenges, and have a desire to be a part of a winning team.

You must be eligible for a TS/SCI clearance and submit to a polygraph.

So, if you are a hard-charging, hard-working CTR, CTO or CTA looking to enjoy the opportunities offered NSGSD Norfolk, contact your detailer and tell them you are the person for the job.

NECs assigned are 9105, 9138, 9177, 9190, 9302 and 9303.

For more information, contact us at Comm (757) 836-7990 or DSN 836-7990 and ask how you can become a part of this winning team.

# Influence Navy's Future as RDC

Wouldn't you like to improve your chances for advancement? Wouldn't you like to make more money? Wouldn't you like to be directly responsible for changing the future of the Navy? As a Recruit Division Commander (RDC) at RTC, you can do all this and more.

RTC advances more E5-E9 personnel than the Navy's average, and we are one of only two shore commands that have a meritorious advancement program called Recruit Division Commander Meritorious Advancement Program (RDCMAP), which allows the commanding officer to advance E5 personnel to E6.

RDCs also receive \$350 per month Special Duty Assignment Pay,

and as of Jan. 1, 2001, BAH was increased by hundreds of dollars per month. RDCs also get \$220 per year for uniform allowance and free uniform dry-cleaning while actively pushing a division.

More importantly, as an RDC, you will train the future of the Navy. Taking a division of civilians and making them into a productive, cohesive team of Sailors is an experience no other duty in the world can offer.

Your Navy starts here! Come join RTC's team of professionals. For more information, contact NCCS(SW) Tammy Walters, DSN 792-2963/6738, Comm (847) 688-2963/6738, or e-mail [nccs-tammy.walters@cnet.navy.mil](mailto:nccs-tammy.walters@cnet.navy.mil).



## Put In For My Outfit

# Operational Test Support Unit TWO

Attention submarine communications and navigation ETs, SKs and YNs! Are you looking for something different in a sea-duty assignment after punching holes on a submarine? *This is it.* We are FBM Operational Test Support Unit TWO (OTSU-2), embarked on USNS WATERS (T-AGS 45) in Cape Canaveral, Fla. Our missions are to support the Flight Test Support System (FTSS) during C4 and D5 Missile Flight Tests and the development and testing of the cutting-edge D-5 Backfit Strategic Navigation Subsystem.

During the FTSS mission, we provide launch-area safety for the submarine, and communications and telemetry support between the submarine, SUBLANT and the Eastern Missile Test Range. We start the entire missile tracking process, from giving clear to launch to broach. This information is used by the Eastern Missile Test Range to position their tracking antennas for missile acquisition.

Our Navigation Testing Program puts our Sailors on the cutting edge of SWS Navigation Operations. We are the at-sea test platform for the current TNCP Navigation System, the up-and-coming D5 Backfit Navigation Subsystem, and all follow-on

improvements. You will become the Fleet expert on that system here at OTSU-2. We test and validate all future upgrades to the systems before they hit the Fleet.

Each Sailor has a private stateroom on navigation test missions. Though small, they provide our crew with a private place to work on Navy training courses, PACE II or other college courses while not on watch or involved in testing. We have a full-size aerobic gym, a basketball court, satellite TV and e-mail to occupy off-duty time.

Cape Canaveral and Brevard County offer a great place to raise a family. The area schools are considered some of the best in the state, and there are five full-time universities within a short drive. Housing costs are slightly higher than Kings Bay, Ga., but much lower than Bangor, Wash. We are just minutes from the Orlando tourist area and the sun always shines.

So, if you're looking for something different and are interested in the cutting edge of the SWS System, OTSU-2 wants you. For more information, visit our web site at [www.otsu-2.navy.mil](http://www.otsu-2.navy.mil) or contact your detailer.

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## VAQ-140 Patriots, Work With Best

Now that you have seen the others, take a look at the best from East to the West. The Patriots are based at NAS Whidbey Island in scenic Oak Harbor, Wash. This Prowler squadron was the first to deploy with HARM missiles and completed a mishap-free record over their 16-year history as of last October. The EA-6B Prowler community is one of the very few growing communities in the Navy, and as an integral part of Carrier Air Wing Seven, embarked on USS JOHN F KENNEDY (CV 67), the Patriots will deploy to the Mediterranean Sea and beyond in Spring 2002.

As a Patriot, the Olympic Peninsula is a 30-minute ferry ride away where you will find the only rain forest in North America. The Cascade Mountain Range is visible to the east, and the fishing and skiing are some of the best around. For a taste of big city life, Vancouver, British Columbia is just across the border in Canada, while Seattle lies to the south.

There is ample time to enjoy the off-duty attractions, as we haven't worked a weekend since August 2000.

You may live and work in the Pacific Northwest, but you travel and deploy off the East Coast and in the Mediterranean. VAQ 140 has had detachments in places like Trieste, Italy; Souda Bay, Greece; Haifa, Israel; Lisbon, Portugal; Victoria, British Columbia and the Caribbean; and in May, the Patriots participated in Fleet Week 2001 in New York City.

We're looking for skilled technicians who want to have fun while enjoying excellent advancement opportunity and the camaraderie of the best Prowler team in the Navy. If you're an AT, AE, AM, AD, AZ, or AME, and up for a serious challenge at work, give us a call. For details contact our CCC, AM1(AW) Zeno, at [zenom@naswi.navy.mil](mailto:zenom@naswi.navy.mil) or DSN 820-4031, Comm (360) 257-4031.

## Put In For My Outfit

# Cargo Handling, Williamsburg, Va.

U.S. Navy Cargo Handling and Port Group (NAVCHAPGRU), home of the Navy's only active-duty combat stevedores, is looking for hard-charging Sailors interested in challenging shore duty.

We are the Navy's quick response, forward deployable, logistic support unit of the operating forces. We specialize in open-ocean cargo handling, with the capability to perform air and freight terminal operations. Additionally, we are responsible for training all Navy Reserve Cargo Handling Battalion personnel.

The only Navy command continuing to support Operation Deep Freeze, we enjoy short deployments to places like Australia, Korea, Spain and Kenya, to name a few. While not all of the command deploys to one place in

peacetime, the opportunity to travel is certainly available.

NAVCHAPGRU is a tenant command on the 2300 acres of woodlands and lakes of Cheatham Annex. Located in the heart of the Jamestown-Williamsburg-Yorktown historic triangle, Cheatham Annex offers something for everyone. Fishing, bicycling, boating, camping, golf and private "get-away" cabins are just a few of the recreation opportunities and facilities available. White-tailed deer, beaver, otter, wild turkey, large-mouth bass, catfish and more than 150 species of birds are some of the abundant wildlife here.

Just minutes from the front gate is a world waiting to be explored. The Jamestown Settlement, Yorktown Battlefields and Colonial Williamsburg

are a short drive away, as are Water Country USA, Busch Gardens, and PGA favorite Kingsmill.

Billets are available for ABH, BM, CB, EM, ET, GM, HM, MS, OS, IT, SK, and YN. If this interests you, look for us on JASS, contact your detailer, or visit our web site at [www.cnsl.spear.navy.mil/navchapgru](http://www.cnsl.spear.navy.mil/navchapgru).

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## Va. Tech NROTC

Are you a Chief Storekeeper up for shore duty? If you want a change of pace and are ready to work toward a degree, Naval Reserve Officers Training Corps at Virginia Polytechnic Institute and State Univ. (Va. Tech) in Blacksburg, Va., may be for you.

NROTC Virginia Tech needs a motivated SKC as supply officer, handling all its financial affairs. The job will be challenging yet rewarding as you help develop tomorrow's Navy and Marine Corps officers.

Blacksburg, located in the foothills of the Blue Ridge Mountains, and the surrounding area offer a myriad of recreational opportunities. Hike the Appalachian Trail, fish for small-mouth bass in the New River, or make a visit to Lane Stadium to watch the Virginia Tech Hokies. *Outside* magazine recently chose Blacksburg as one of 10 "U.S. Dream Towns." This is an ideal tour for anyone who loves outdoor sports of any kind. For more information, contact SKCS (AW) Cox at (540) 231-8526, e-mail [support@vt.edu](mailto:support@vt.edu), or CDR Noble at (540) 231-8536 [wnoble@vt.edu](mailto:wnoble@vt.edu), or talk to the SK E7/8 Shore detailer.

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## Reserve Force EOD

Are you a reservist interested in a fast-paced and challenging job? Are you a good or strong swimmer? Are you considering leaving active duty and looking to retain the good pay and educational benefits for a weekend of fun? Are you a TAR Sailor looking for a challenging assignment?

Explosive Ordnance Disposal Mobile Unit SEVENTEEN may be for you. Our unit consists of

40 support staff personnel including EOD, USN and TAR. We train up to 80 Selected Reserve (SELRES) personnel. They are assigned to eight ordnance clearance, two area search and two mobile communications detachments.

Our mission is to provide a ready force with technically and operationally qualified SELRES for mobilization to

Commander, Explosive Ordnance Disposal Group ONE for deployment in support of harbor defense, underwater and surface ordnance clearance, sonar search and mobile communications. Whether you're a TAR or SELRES Sailor, EODMU 17 can use your talents as we work to become the best command in the Pacific Fleet. If you are considering ending your active service and don't want to stop serving your country and the Navy, we may be the unit for you.

For more information, SELRES call our in-service recruiter ENC(EOD) Rodolph at DSN 820-5472, Comm (360) 257-5472, or e-mail [Rodolpha@naswi.navy.mil](mailto:Rodolpha@naswi.navy.mil). TAR personnel contact GMCM(EOD) Schwalback at DSN 820-4262, or e-mail [Schwalbackd@naswi.navy.mil](mailto:Schwalbackd@naswi.navy.mil).

# LINK Directory

## Enlisted Community Managers / Technical Advisors

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
n123c	Joint TAD Contingency Operations	CDR John Kroft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 614-4088	224-4088
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Vacant	(703) 614-5599	224-5599
n132c	Head, Strength Plans	CDR Callahan	(703) 614-5406	224-5406
n132c1	Asst Strength Planner	LCDR Kikla	(703) 614-5446	224-5446
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	Vacant	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Vicente	(703) 695-3856	225-3856
n132c4a	Early Out/HYT	PNC(SW) Howard	(703) 695-3853	225-3853
n132c5	Asst Strength Planner	LT Manfull	(703) 695-0888	225-0888
n132c6	CNRC Liaison	CDR Syring	(703) 695-6203	225-6203
n132c7	Span Programmer	Ms. Pruntseva	(703) 695-0888	225-0888
n132d	Head, ECM	CDR Arendt	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	LCDR McGovern	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	LCDR Baratta	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Grice	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Harris	(703) 614-4827	224-4827
n132d5	Surf Com System ECM	LCDR Kozloski	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Bennett	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCS(SW) Matcke	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM	CDR Carlson	(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCM(EOD) Marshall	(703) 614-6854	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	ENS Chittick	(703) 695-3914	225-3914
n132d8	CT/Frgn Lang ECM	CDR Bryce	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACM(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICM(SW) Hagert	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Riley	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCM(SW) Licastro	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM Wilson	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCS(SW) McCormick	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	LCDR DelToro	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETCS(SS) Reed	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCS(SW) Boyer	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Programs Tech Ad	PNCM(AW) DeVault	(703) 695-3905	225-3905
n132d12	TAR Surface ECM	LCDR Ross	(703) 695-3905	225-3905
n132d13	Medical/Dental ECM	CAPT Senn	(703) 695-3868	225-3868
n132d13a	Medical/Dental Tech Ad	HMCM(SW) Dziadon	(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HM1 Powell	(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad	DTC(SW/FMF) Green	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Brooks	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Baquer	(703) 614-6850	224-6850

n132d15a	Asst Supply ECM	LT Menard	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	SH2 Kinsley	(703) 695-6251	225-6251
n132d15d	Supply Tech Adv	SKCM(SW) Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	LCDR Lee	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	LCDR Hooper	(703) 614-4918	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(SW) Kowalczyk	(703) 693-1226	223-1226
n132d17c	Asst Intel Specialist ECM	ISCS(SW) Boynan	(703) 614-3345	224-3345
n132d17d	Asst Intel Specialist ECM	ISC Lewis	(703) 693-3345	223-3345
n132e	Section Head, Quota Management Office	LCDR Griffin	(703) 695-6431	225-6431
n132e1	"A" School Pgm. Mgr.	Mr. Olaes	(703) 695-3953	225-3953
n132e3	Lead Planner	LT Williams	(703) 614-2608	224-2608
n132e6	"C" School Pgm. Mgr. - NECs 5000-9999	YNCS(SW) Barry	(703) 695-3957	225-3957
n132e8	"C" School Pgm. Mgr. - NECs 0000-4999	Ms. Cannon	(703) 695-6545	225-6545
n132e10	Other Service Quota Coordinator	Ms. Chmielewski	(703) 695-6430	225-6430
n132e11	Other Service Quota Coordinator	Ms. Whitlock	(703) 693-0205	223-0205
n132e12	Analyst	Ms. Livingston	(703) 695-3981	225-3981
n132e13	Analyst	Mr. Erdmann	(703) 695-3982	225-3982
n132e14	CNRC Liaison	Mr. Chmielewski	(703) 695-3756	225-3756
n133d	Nuc Program ECM	CDR Palisin	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Pyburn	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

## Enlisted Assignment Division (PERS-40)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p40	Director, Enlisted Assignment Div.	CAPT Scott	(901) 874-4866	882-4866
p40b	Dep. Director, Enlisted Assignment Div.	CDR Sierra	(901) 874-4866	882-4866
p40bb	Special Asst, Director Enlisted Assignments	LT Kobiec	(901) 874-3510	882-3510
p40cc	Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. J. Ferdinand	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer/SEA Placement	CMDMC(SW) Balla	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3542	882-3542

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## NPC Miscellaneous

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00zcb	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3309	882-3309
p312	Head, Records Support	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Ida Lintala	(901) 874-3404	882-3404
p32b	Selection Board Support	LT Zaller	(901) 874-6951	882-6951
p321a	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3225	882-3225
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p40cc	Overseas Tour Extensions Incentives	Mr. K. Denson	(901) 874-4145	882-4145
p451d3	Sea/Shore Duty Commencement Date	Mr. Larry Ward	(901) 874-4185	882-4185
p455e	BUPERS Access Technical Support	PERSNET Help Desk	(901) 874-4717	882-4717
p622f3	Exceptional Family Member Program	Ms. Marcia Hagood	(800) 527-8830	882-4394
p814	Head, Enl. Favorable Seps/Reenl Mgmt.	PNC(SW) Majeskie	(901) 874-2303	882-2303
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a1	Enlisted Favorable Separations Caseworker	Ms. Clark	(901) 874-3228	882-3228
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814d	Enlisted Favorable Separations Caseworker	YN3(SW) Malone	(901) 874-3236	882-3236
p814b	Head, Reenlistment Mgmt. Section	Ms. McIver	(901) 874-3234	882-3234
p814b1	High Year Tenure Manager	Mr. Thompson	(901) 874-3554	882-3554

p814b2	High Year Tenure Section/ENCORE	PN1(SW) Ben	(901) 874-2311	882-2311
p814d1	Encore, Extension request/cancellation	Ms. Craft	(901) 874-3238	882-3238
p814e	E5 and below High Year Tenure Case Worker	YN2(SS) Talley	(901) 874-4862	882-4862
p815	Head, Reenlistment Incentives Branch	PNC(AW) Long	(901) 874-3205	882-3205
p815b	Asst. Head, Reenlistment Incentives	MMC(SS) Ogle	(901) 874-3215	882-3215
p815c	Forced/Lateral Conversion	YN2 Whorton	(901) 874-3217	882-3217
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	IS2 Kiger	(901) 874-3212	882-3212
p815d	Conversion Manager	YN2 Whorton	(901) 874-3217	882-3217
p815d1	SDAP Section	PN1 Jones	(901) 874-3207	882-3207
p815d2	SRB/STAR Program Manager	MMC(SS) Ogle	(901) 874-3215	882-3215
p815d3a	SRB Help Desk	PN3(SW) Davis	(901) 874-4993	882-4993
p821	Head, Limited Duty/Disability Requirements	LTJG Wilsey	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PNCM(SW) Smallwood	(901) 874-3201	882-3201
p821b	Supervisor, Limited Duty	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p821d1	Disability Retirements	Ms. Underwood	(901) 874-3177	882-3177
p821d2	Limited Duty	Ms. Stevens	(901) 874-3203	882-3203
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Retirements Assistant Branch Head	PNC(SW/AW) Kelly Reid	(901) 874-3187	882-3187
p823c31	Enl. Fleet Reserve Customer Service	Ms. Jo Ann Statser	(901) 874-3247	882-3247
p823b3	Enl. Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YN2A Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p832	Head, Enlisted Unfavorable Separations Branch	CDR Blackketter	(901) 874-4433	882-4433
p832d2	Case Processing	GMCS(SW) Bell	(901) 874-4431	882-4431
p832e	Admin Supervisor, Enlisted Unfavorable Separations	YNC Seaker	(901) 874-4437	882-4437
p832f3	Customer Svc., Enlisted Unfavorable Separations	Mr. Kalk	(901) 874-4438	882-4438
p852	Head, Enlisted Advancements Branch	LT Cox	(901) 874-3255	882-3255
p852b1	Asst. Exam Eligibility	PNC(SW) Miller	(901) 874-3224	882-3224

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

## Seabees (PERS-401C)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p401	Branch Head	LCDR Jones	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Stanley	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3655	882-3655
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Stanley	(901) 874-3571	882-3571
p401cc1	All E7s	SWCS(SCW) Young	(901) 874-3559	882-3559
p401cd	CE/UT E1-E6	CEC(SCW) Townsend	(901) 874-3570	882-3570
p401cd1	CE/UT E1-E6	UT1(SCW) Harvey	(901) 874-3565	882-3565
p401ce	BU/EA/SW E1-E6	SWC(SCW) Wagner	(901) 874-3556	882-3556
p401ce1	BU/EA/SW E1-E6	BU1(SCW) Erhart	(901) 874-3653	882-3653
p401cf	EO/CM/E1-E6	CMC(SCW) Li	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568
p401a	Seabee Admin Assistant	Diane Ramirez	(901) 874-3575	882-3575

## SEAL/EOD/Divers/SWCC (PERS-401D)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p401	Branch Head	LCDR Jones	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	GMCM(SEAL) Culley	(901) 874-3563	882-3563
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3564	882-3564
p401dc	Fleet Diver	ENCM(MDV) Briggs	(901) 874-3561	882-3561

p401de1	In-service Recruiter	MRCS(SEAL) Chavez	(901) 874-3574	882-3574
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401di	SWCC	EMCS(SWCC) Warrelmann	(901) 874-3573	882-3573
p401a	SEAL/EOD/Diver/SWCC Admin Assistant	Maribel Harris	(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

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## Engineering/Hull (PERS-402)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402cg	Branch Master Chief	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Cook	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW) Gebhart	(901) 874-3591	882-3591
p402cd1	EM E6	EMC(SW) Ehret	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Honaker	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW) Watson	(901) 874-3607	882-3607
p402cf1	MM E1-E4 PAC	MMC(SW/AW) Ramirez	(901) 874-3579	882-3579
p402cf2	MM E6	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMC(SW) Pleinis	(901) 874-3589	882-3589
p402cf4	MM E1-E4 LANT	MMC(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E7/SGPI	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cf6	MM Avails/"A" Schools	MM2(SW) Hicks	(901) 874-3544	882-3544
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E6	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E1-E4	GSMC(SW) Duran	(901) 874-3612	882-3612
p402cg3	GSE/GSM E5/Schools	GSMC(SW) Hagen	(901) 874-3587	882-3587
p402dc	IC E6-E8	ICC(SW) Pavelka	(901) 874-3594	882-3594
p402dc1	IC E5	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E1-E4	IC1(SW) Robertson	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de1	MR/IM/OM E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools	HTC(SW) Pieper	(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools	HT1(SW) Smith	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Teichs	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3613	882-3613
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) Sensano	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Johnson	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Neathery	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Vetter	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YN3 Capley	(901) 874-3600	882-3600
p402a2	Admin Support	YNSA Brea	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Submarine/Nuclear Power (PERS-403)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p403	Branch Head	CAPT Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626
p403eh	PERS-403 Master Chief, "D/E" Shop RAO, COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	STS2(SS) Johnson	(901) 874-4967	882-4967

p403d	“C” Shop Placement Officer/ Fleet Manning Monitor	LT Simmons	(901) 874-3623	882-3623
p403c	“C” Shop Rating Assignment Officer	ETCM(SS) Scott	(901) 874-4696	882-4696
p403cb	“C” Shop Asst Rating Assignment Officer	EMCS(SW/AW) DeSelms	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETCS(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	EMCM(SS) Ray	(901) 874-3627	882-3627
p403ce	Nuclear ET E1-E6 3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear EM E1-E6 3354/64	EMC(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	MMC(SS) Nystrom	(901) 874-3628	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	MMC(SS) Hargrove	(901) 874-3630	882-3630
p403ci	Nuclear ET E1-E6 3383/93	ET1(SW) Young	(901) 874-3651	882-3651
p403cj	Nuclear Surface CPO	MMCS(SW/SS) Ross	(901) 874-3648	882-3648
p403ck	Nuclear EM E1-E6 3384/94	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SW) Patey	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MMC(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear MM E1-E6 3385/95	MMC(SW) Goodman	(901) 874-3632	882-3632
p403ct	Nuclear MM ELT E1-E6 3386/3396	MMC(SW) Hogan	(901) 874-2357	882-2357
p403e	“D/E” Shop Placement Officer/ Fleet Manning Monitor	LTJG Taylor	(901) 874-4933	882-4933
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403de	MT	MTC(SS) Chattin	(901) 874-3649	882-3649
p403df	“D” Shop Asst RAO/MM(Weps)	MMCS(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403dl	STS E1-E5	STS1(SS) Bearden	(901) 874-3616	882-3616
p403dc	“E” Shop ARAO, ET CPO Detailer	ETCM(SS) Marlinga	(901) 874-3641	882-3641
p403dh	“D” Shop ARAO/STS E6-E9	STSCS(SS) Duvall	(901) 874-3646	882-3646
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/ 14EM/CM + Pipelines	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNCS(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSCS(SS) Wilson	(901) 874-3638	882-3638
p403ej	SK	SKC(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	ET E1-E6 33XX/CM/XO/Nav/Comm Accessions/ 14SM + Pipeline, SSBN	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training, Medical Waiver, Sub Vol/ Disqual/Conversion Coordinator	YN2(SS) Brophy	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Aviation (PERS-404)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p404	Branch Head	CDR Tim Ferree	(901) 874-3691	882-3691
p404dh	Branch Master Chief	AGCM(AW)Mugler	(901) 874-3656	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)	LT Troy Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Bud Bucey	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Tim Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E5-E6	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E4 & Below/“A” School	AE1(AW/SW) Schroeder	(901) 874-3703	882-3703
p404cf	AV/AF/8300	AVCM(AW) Riley	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
P404cr1	AO E4 & Below/“A” School	AO1(AW/SW) Reifsnnyder	(901) 874-3665	882-3665
p404cr2	AO E6	AOC(AW) Bottorff	(901) 874-3704	882-3704
p404cr3	AO E5	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E7-E8	ATCS(AW) Doss	(901) 874-3660	882-3660
p404ct1	AT E5-E6	ATC(AW/SW) Ziegler	(901) 874-3683	882-3683
p404ct2	AT E5-E6	AT1(AW) Garrison	(901) 874-3684	882-3684



p404ct3	AT "A" & "C" Schools	AT1(AW) Branch	(901) 874-3659	882-3659
p404ct4	AT E1-E4	ATC(AW) Duncan	(901) 874-3701	882-3701
p404de	AB E7-E9	Vacant	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(AW) Hendrickson	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Kay	(901) 874-3687	882-3687
p404df	AC	ACCM(AW)Telling	(901) 874-3666	882-3666
p404dg	AD E7-E8	ADCS(AW) Merrell	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Villalobos	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Mugler	(901) 874-3656	882-3656
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCS(AW/SW) Steiert	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZCS(AW) Dean	(901) 874-3672	882-3672
p404DL	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCS(AW) Heck	(901) 874-3690	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec3	AW E7-E9	AWCM(AW/NAC) Russell	(901) 874-3673	882-3673
p404ec1	AW E1-E6	AWC(AW/SW/NAC) Hunt	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	ATCS(AW/NAC) Lynch	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AD1(AW/NAC) Hoel	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMC(AW/SW/NAC) Hoffman	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AEC(AW/NAC) Dorphinghaus	(901) 874-3676	882-3676
p404ej	AM E7-E8	AMCS(AW) Wooten	(901) 874-3696	882-3696
p404ej1	AM E6	AMC(AW/SW) White	(901) 874-3680	882-3680
p404ej2	AM E5/NDI	AMC(AW) Sims	(901) 874-3697	882-3697
p404ej3	AM E1-E4	AM1(AW) Phelps	(901) 874-3699	882-3699
p404ej4	AM "A" School/AM E1-E4	AM1(AW) Morton	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) Lozano	(901) 874-3678	882-3678
p404EL	Aviation New Construction/Decom	AZCS(AW) Dawson	(901) 874-3698	882-3698
p404EL1	Aviation New Construction/Decom/CEFIP	AW2(AW/NAC) Ball	(901) 874-3679	882-3679
p404a1	Admin Department	Mr. Charles Lobianco	(901) 874-2246	882-2246
p404a2	Admin Department	YN3(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Peterson	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667
p404a5	Admin Department	Mrs. Lapeachtriss Turner	(901) 874-4697	882-4697
p404a6	Admin Department	Mrs. Darlene Terry	(901) 874-2325	882-2325
p404a7	Admin Department	Mrs. Debra Sigee	(901) 874-3526	882-3526

Fax: DSN 882-2642 or Comm (901) 874-2642.

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## Admin, Deck, Supply (PERS-405)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p405	Branch Head	CDR Barnhill	(901) 874-3711	882-3711
p405e	Supply RAO/Asst. Branch Head	LCDR Belanger	(901) 874-3731	882-3731
p405c	Admin Rating Assignment Officer	LTJG Minimo	(901) 874-3709	882-3709
p405d	Deck Rating Assignment Officer	LT Beachy	(901) 874-3712	882-3712
p405fe	Branch LCPO	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c8	Admin Asst. LPO	YN2(SW/AW) Cepeda	(901) 874-3711	882-3711
p405c4	Admin Asst.	PN3 Davis	(901) 874-3710	882-3710
p405c5	Admin Asst.	Evelyn Shorts	(901) 874-2346	882-2346
p405c6	Admin Asst.	Ellen Griggs	(901) 874-2345	882-2345
p405c7	Admin Asst.	Lisa Brown	(901) 874-2344	882-2234
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YNC(SW) Roddy	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YNC(SW) Braden	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405ce	PN E7-E9	PNCS(SW/AW) Southall	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNC(SW) Vermeulen	(901) 874-3753	882-3753

p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cfx	JO & RP E1-E9	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM E1-E9	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc2	BM E6	BMCS(SW) Taylor	(901) 874-3739	882-3739
p405dc3	BM E5 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E5 (PAC)	BM1(SW) Evans	(901) 874-3740	882-3740
p405dc4	BM E1-E4	BM2(SW) Mahan	(901) 874-4637	882-4637
p405df	MA E6-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E1-E5	MAC(SW) Jones	(901) 874-3750	882-3750
p405dd	SM E5-E9	SMC(SW/AW) Matous	(901) 874-3726	882-3726
p405dd1	SM E1-E4	SM1(SW) Smith	(901) 874-2364	882-2364
p405de	QM E6-E9	QMCS(SW) Haffey	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Frasier	(901) 874-3727	882-3727
p405ec	MS E7-E9	MSCM(SW/AW) Jones	(901) 874-3741	882-3741
p405ec1	Flag MS Detailer	MSCS(SW/AW) Clarida	(901) 874-3871	882-3871
p405ec2	MS E6 & "C" School	MSC(AW) Collins	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Ecobiza	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Kavanagh	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Sea & "A" School	MSC(SW/AW) Andrews	(901) 874-3717	882-3717
p405ec6	MS E1-E4 Shore	MSC(SW/AW) Kennard	(901) 874-3715	882-3715
p405ed	SH E6-E9	SHCS(SW/AW) Alamillo	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SHC(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SHC(SW) Ciapponi	(901) 874-3744	882-3744
p405fc	AK/SK E7	SKCS(SW) Barrera	(901) 874-3745	882-3745
p405fc1	AK/SK E5 Shore	SKC(SW/AW) Limpin	(901) 874-3746	882-3746
p405fc3	AK/SK E6 Shore	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc4	AK/SK E1-E4 Sea & AK/SK "A" School	SKC(SW) Cruz	(901) 874-3723	882-3723
p405fc5	AK/SK E1-E4 Shore & AK "A" School	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	SK E8-E9	SKCM(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK/SK E6 Sea	SKCS(AW/SW) Costin	(901) 874-3748	882-3748
p405fd2	AK/SK E5 Sea	AKC(AW) Batac	(901) 874-3747	882-3747
p405ee	PC/LI E1-E9	PCC(SW) Santos	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Haizlip	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

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## Technical (PERS-406)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3791	882-3791
p406cf	Branch Master Chief	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406c	Rating Assignment Officer (FC, GM, OS)	OSCM(SW) Pritchard	(901) 974-3777	882-3777
p406d	Rating Assignment Officer (ET, IT)	LT Beard	(901) 874-3769	882-3769
p406e	Rating Assignment Officer (STG, TM, MN)	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E5 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E5 (PAC)	FCC(SW) Kordish	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cf4	FC E6	FCCS(SW/AW) Burch	(901) 874-3848	882-3848
p406cg	GM E7-E9	GMCS(SW) Baysingar	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMCS(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCS(SW) McKinley	(901) 874-3788	882-3788
p406cq1	OS E5 (PAC)	OSC(SW) Driscoll	(901) 874-3211	882-3211
p406cq2	OS E6	OSC(SW) Pruitt	(901) 874-3776	882-3776
p406cq3	OS E1-E4	OS1(SW) Smith	(901) 874-3759	882-3759
p406cq4	OS E5 (LANT)	OS1(SW) Caldwell	(901) 874-3789	882-3789
p406cq5	OS Schools/"A" School Detailer	OS1(SW) Horvath	(901) 874-3758	882-3758
p406de	ET E7-E9	ETCM(SW) Wilson	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW/AW) Barclay	(901) 874-3795	882-3795

p406de2	ET E1-E6 (LANT)	ETC(SW) Carter	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Reynolds	(901) 874-3770	882-3770
p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Lykins	(901) 874-3771	882-3771
p406de5	ET Training/"A" School	ETC(SW) Patrick	(901) 874-3768	882-3768
p406dr	IT E7-E9 (LANT)	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr4	IT E7-E9 (PAC)	ITCS(SW) Courchene	(901) 874-2365	882-2365
p406dr2	IT E5 (LANT)	IT1(SW) Febus	(901) 874-3765	882-3765
p406dr3	IT E5 (PAC)	ITC(SW) Wells	(901) 874-3793	882-3793
p406dr8	IT E1-E4 (LANT)	ITC(SW/AW) Ryan	(901) 874-3767	882-3767
p406dr5	IT E6 (LANT/PAC)	ITCS(SW) Jasper	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Green	(901) 874-3784	882-3784
p406dr7	IT "A" and "C" Schools	IT1(SW)Borne	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Koebke	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STGC(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Cote	(901) 874-3774	882-3774
p406a1	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a	Admin Support	YNSA Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN3(SW) Luckett	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Medical/Dental (PERS-407)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p407	Branch Head	CAPT(Sel) Dobbs	(901) 874-3808	882-3808
p407c	Rating Assignment Officer	LCDR Fletcher	(901) 874-3816	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707	DTCM(SW/FMF) Johnson	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 07, 52, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & below, 8707, 32, 83	DT2(FMF) Marquez	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 63, 67, 83, 85, 86, 89, 8541	HMC(SW/AW) Murray	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMCS(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HMC(SW/AW) Boyd	(901) 874-3804	882-3804
p407ck1	HM "A" Schools	HM2(SW/AW) Hawkins	(901) 874-3812	882-3812
p407ck4	HM "C" Schools	Ms. Mary Koziol	(901) 874-3820	882-3820
p407cm	HM E4 & below Sea (8404/0000)	HMC(SW) Covington	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HMC(FMF) Fitzsimmons	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC Aviles	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 66, 72, 82	HMC(FMF) Hernandez	(901) 874-3802	882-3802
p407cr	HM 8434, 54, 78, 78, 95, 96, 8503, 05, 06	HM1 Curtis	(901) 874-3814	882-3814
p407a	Admin Support	Ms. Heidi Ogle	(901) 874-3819	882-3819
p407a1	Admin Support	HM2(FMF) Lopez	(901) 874-3799	882-3799
p407a2	Admin Support	Ginger Hummer	(901) 874-3817	882-3817
p407a3	Admin Support	Mr. Thomas Bullard	(901) 874-3801	882-3801
p407a5	Admin Support	HM2(FMF) Perkins	(901) 874-3818	882-3818

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## CT/IS/EW (PERS-408)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p408	Branch Head	LCDR Knowles	(901) 874-3821	882-3821
p408cb	Branch Master Chief/Office Manager	CTACM Fobes	(901) 874-3824	882-3824
p408c	Rating Assignment Officer	CWO2 Kelley	(901) 874-3841	882-3841
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842
p408cd	IS E6 & above	ISCS(SW/AW) Lavieri	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Fayad	(901) 874-3842/23	882-3842

p408cj	T Branch E5 & below	CTT1(SW/AW) Jenkins	(901) 874-3842/23	882-3842
p408cj1	T Branch E6 & above	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(AW) Paxton	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Knowles	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTMC(AW) Rosemeyer	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Hansen	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRCS(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTR1(SW) Coss	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(SG) Reeb	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(NAC) Keown	(901) 874-3842/23	882-3842
p408CL	EW E6 & above	EWCS(SW/AW) Lanham	(901) 874-3825	882-3825
p408CL1	EW E5 & below	EWCS(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Sea Special Programs (PERS-409)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p409	Branch Head	CDR Taylor	(901) 874-3852	882-3852
p409a	Admin Supervisor	PN2(SW) Lewis	(901) 874-3844	882-3844
p409a1	New Construction Admin Assistant	YN3(SW) Sisson	(901) 874-3856	882-3856
p409cd1	Branch Master Chief	CMDMC(SW) Hixson	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	CVN 76 Detailer	EMC(SW/AW) Sarmiento	(901) 874-4729	882-4729
p409cd4	LCAC/New Const. Detailer	BMCS(SW/FMF) Beaman	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd7	New Const. Detailer	AE1(AW/SW) Taranski	(901) 874-3847	882-3847
p409cd8	CVN 76 Detailer	ABHCS(AW) Kons	(901) 874-2305	882-2305
p409cd9	New Const. Detailer	GSM1(SW) Anderson	(901) 874-2306	882-2306
p409dc	Decommissionings/Homeport Changes	FCC(SW) Burgess	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	YN3(AW) Shepherd	(901) 874-3855	882-3855
p409dc3	Decommissionings/Homeport Changes	PN1(AW) Catbagan	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850
p409de1	LCPO/Head Sea Placement Section	PNCS(SW) Garella	(901) 874-3859	882-3859

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Shore Special Programs (PERS-4010)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	LCDR Dean	(901) 874-3864	882-3864
p4010s	Branch Master Chief/RAO, "A" Schools/ NATO/Joint/Washington Placement	ITCM(SW/AW) Jackson	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3(SW) Morgan	(901) 874-3860	882-3860
p4010a3	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer	NCCS Cason	(901) 874-3868	882-3868
p4010c2	Recruiter E6 Detailer	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5 Detailer	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010c4	Recruiter Lead/E7-E8 Detailer	OSC(SW) Ragland	(901) 874-2352	882-2352
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/FAST/ USS CONSTITUTION/USS ARIZONA Memorial	MMCS(SW) Ehrhart	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC/Bearings Point	GMC(SW) Green	(901) 874-3862	882-3862
p4010d2	Brig/CCU/Physical Security/Women Ashore	GMS1(SW) Smith	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	SMC(SW) Cline	(901) 874-3863	882-3863
p4010e1	Asst. Physical Security Detailer	MA2(SW) Fisher	(901) 874-3870	882-3870
p4010f	Major Washington/Millington Staffs	YNCS(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Kingston	(901) 874-3886	882-3886

p4010g	Joint Area Placement MAAGS/MISSION/NATO/PEP	PNC(AW) Preston	(901) 874-3872	882-3872
p4010k	Enlisted to Officer Accessions Detailer/NACIC/ SERE/Bearings Point/Women Ashore	SMC(SW/AW) Kircher	(901) 874-3874	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	YNCS(SW) Medley	(901) 874-2373	882-2373
p4010s2	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assign. Conversions via "A" Sch.	YN2(SW) Lowe	(901) 874-2287	882-2287
p4010s4	"A" School Rating Assignment PO	PN2(AW) Sorrell	(901) 974-3866	882-3866
p4010s5	"A" School Rating Assignment PO	PN2(SW/AW) Ensign	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School	YN1 Mills	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assign. PO/NAVET/OSVET/Reclass	OS2(SW) Baltushis	(901) 874-3883	882-3883
p4010s9	"A" School Rating Assign. PO/NAVET/OSVET/Reclass	OS2(SW) Triebwasser	(901) 874-3873	882-3873

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## Musician (PERS-64)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT Ingraham	(901) 874-4317	882-4317
p64d	Detailer	MUCM Rawson	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

## TAR

<i>Code</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
N4	Director	CDR Farrell	(504) 678-6936	678-6936
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sperry	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMCS(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Miles	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNCS(AW) Woods	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Warren	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWC(AW/NAC) Jones	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	ENC(SW) White	(504) 678-6206	678-6206
N419	BM/ET/IT/SN	ITCS(SW) Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1 Leindecker	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	PN2 Martinez	(504) 678-1217	678-1217
N426	CANREC/CRF	NCC(SS) Griffin	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

## Enlisted Placement Management Center (EPMAC)

<i>E-mail</i>	<i>Title</i>	<i>Incumbent</i>	<i>Commercial</i>	<i>DSN</i>
ep40	Commanding Officer	CAPT Dye	(504) 678-1470	678-1470
ep40a	Executive Officer	LCDR Nielson	(504) 678-5744	678-5744
epcmc	Command Master Chief	CMDMC(SS) Cooley	(504) 678-1524	678-1524
ep40b	Director, Rating Specialist Department	LCDR Meyers	(504) 678-0646	678-0646
ep407a	LCPO	HMCM(SS/PJ) Williams	(504) 678-0435	678-0435
ep401	Director, Seabees/SEAL/EOD/Divers Division	Mr. Cleighton	(504) 678-1627	678-1627
ep402	Director, Engineering/Hull Division	LT Jackson	(504) 678-6731	678-6731
ep403	Director, Nuclear Power Submarine Division	Mr. Cleighton	(504) 678-1627	678-1627
ep404	Director, Aviation Division	Mr. Ledbetter	(504) 678-1427	678-1427
ep405	Director, Admin/Deck/Supply Division	LT Riveras	(504) 678-1667	678-1667

ep406	Director, Technical Division	LT Jackson	(504) 678-6731	678-6731
ep407	Director, Medical/Dental Division	LT Riveras	(504) 678-1667	678-1667
ep408	Director, Intelligence Division	Mr. Cleighton	(504) 678-1627	678-1627
ep411a	Sea Placement (PAC)	MMCS(SW/AW) Crawford	(504) 678-1896	678-1896
ep412a	Sea Placement (LANT)	GMCS(SW) Bales	(504) 678-0208	678-1049
ep42	PC EDVR/Placement Analyst	Mr. Cambel	(504) 678-1157	678-1157
ep42a	Submarine Placement	ETCS(SS) Cox	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520
ep44	Special Program Placement	Mr. E. J. Robinson	(504) 678-5008	678-5008
ep441	Special Program Placement	LT A. Brooks	(504) 678-5114	678-5114
ep4412	Seabee Placement	BUCS(SCW) J. Hix	(504) 678-1011	678-1011
ep4413	SPECWAR/EOD/Diver Placement	ICCS(DV) R. White	(504) 678-1956	678-1956
ep4414	MA/Phys Sec Placement	MACM(AW/SW) J. Elkins	(504) 678-1635	678-1635
ep442	Medical/Dental Placement	HMC(SW/AW/FMF) K. Simpson	(504) 678-5004	678-5004
ep451	Shore Placement (LANT)	PNC(SW) Townsend	(504) 678-1848	678-1848
ep452	Shore Placement (PAC/Reserve)	PN1 Taylor	(504) 678-1440	678-1440
ep453	Shore Placement (BUPERS)	ITC(SW) Randall	(504) 678-6287	678-6287
ep46	Director, MCA Readiness	Mr. O'Quinn	(504) 678-5409	678-5409
ep461	Director, NMP Division	Mr. Yumul	(504) 678-5214	678-5214
ep462	MCA Readiness (EDVR/Diary)	PNCS(SW/AW) Lewis	(504) 678-0799	678-0799
ep47	Director GENDET Detailing	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	HP Guarantee/Sensitive Moves	Mrs. Malcolm	(504) 678-1433	678-1433
ep471a	Lead GENDET Detailer	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom/FN Det	GM2(SW) Waldron	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	PN2(SW) Collins	(504) 678-1707	678-1707
ep471g	AN Detailer (Assignments)	EN2(SW) Robinson	(504) 678-5732	678-5732
ep471h	SN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer (Assignments)	PN3(SW) Galdamez	(504) 678-5732	678-5732
ep472	Director Immediate Avails/Assign Div.	ASCS(AW) Stepnick	(504) 678-1722	678-1722
ep472a	Lead Detailer (Immed Avails)	PNC(SW/AW) Woods	(504) 678-1588	678-1588
ep472b	SN/FN/AN Detailer (Avails)	AE2(SW) Jefferies	(504) 678-6772	678-6772
ep472d	SN/FN/AN Detailer (Avails)	PN2(SW) Davis	(504) 678-6204	678-6204
ep472e	Submarine Detailer (Avails)	AE2(AW) Jefferies	(504) 678-6772	678-6772
	GENDET Detailing Department Fax		(504) 678-1122	678-1122
ep48	Director	Mr. Pridgen	(504) 678-1480	678-1480
ep481	Director, LIMDU Placement Division	HMC(FMF) Kelly	(504) 678-5219	678-5219
ep481a	Transient Analyst	AW1 Mendel	(504) 678-0043	678-0043
ep481b	LIMDU/Special Shore Analyst	OS2(SW/AW) Wright	(504) 678-0207	678-0207
ep482	Director, Analysis Division		(504) 678-1711	678-1711
ep482c	Management Assistant	PN2 McClinton	(504) 678-1671	678-1671
ep49	Director, NEC Management	Mr. Kramar	(504) 678-1347	678-1347
ep490a	Assistant Director, NEC Management	PNC Neville	(504) 678-6641	678-6641

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

**To send mail to NPC in Millington, use the address below.  
Be sure to include the PERS Code in line three of the address and the  
PERS + 4 Zip code. The codes are available on the  
NPC/BUPERS Home Page at:  
www.bupers.navy.mil  
(Click on "Services" tab)**

**DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
PERS \_\_\_\_  
5720 INTEGRITY DR  
MILLINGTON TN 38055-\_\_\_\_**

# Selection Board Schedule

Board #	Title	Convene	Adjourn
155	MECP	10Dec01	14Dec01
95	Active E8/9 Special	10Dec01	14Dec01
180	Active LDO/CWO	14Jan02	01Feb02
185	CNRC Career Recruiter Force	21Feb02	22Feb02
210	Active E9	18Mar02	29Mar02
321	Naval Junior ROTC (Enlisted)	08Apr02	12Apr02
235	Active E8	01Apr02	03May02
205	Reserve E8/9	06May02	17May02
206	Reserve E8/9 TAR	06May02	17May02
305	CNRC Career Recruiter Force	15May02	17May02
290	Active E7 Special	17Jun02	21Jun02
310	Command Master Chief Screen	03Jun02	06Jun02

**The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil).**

*PERS-32 Selection Board Support*

## Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at [www.bupers.navy.mil](http://www.bupers.navy.mil). Click on *Selection Boards, Other Selection Board /Advancement Information* and *Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

**NAVY PERSONNEL COMMAND  
PERS-313C  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-3130**

❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.

❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.  
Your signature is required for each request.

**PLAD: COMNAVPERSCOM MILLINGTON TN/PERS\_\_\_\_\_**

# ***The Back Page***

Use the charts below to plan your orders negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before you call.

<b>If your PRD is:</b>	<b>Begin negotiations the first week of:</b>	<b>You must be under orders by the last week of:</b>
<b>July 2002</b>	October 2001	December 2001
<b>August 2002</b>	November 2001	January 2002
<b>September 2002</b>	December 2001	February 2002
<b>October 2002</b>	January 2002	March 2002

<b>PRD:</b>	<b>New REQS:</b>	<b>AM/PM Detailing</b>	<p><b>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</b></p>
<b>July 2002</b>	Oct 10 & 23 Nov 6 & 27 Dec 11 & 26	Oct 17, 24 & 31 Nov 7, 15, & 28 Dec 5, 12 & 19	
<b>August 2002</b>	Nov 6 & 27 Dec 11 & 26 Jan 8 & 23	Nov 7, 15 & 28 Dec 5, 12 & 19 Jan 3, 9, 16, 24 & 30	
<b>June 2002</b>	Dec 11 & 26 Jan 8 & 23 Feb 5 & 20	Dec 5, 12 & 19 Jan 3, 9, 16, 24 & 30 Feb 6, 13, 21 & 27	
<b>July 2002</b>	Jan 8 & 23 Feb 5 & 20 Mar 5 & 26	Jan 3, 9, 16, 24 & 30 Feb 6, 13, 21 & 27 Mar 6, 13, 20 & 27	